

QUICK REFERENCE: REPORTING SEXUAL MISCONDUCT

WHAT IS SEXUAL MISCONDUCT?

Any unwelcome or prohibited conduct of a sexual nature is in violation of UMMS policy. Conduct can range from harassment and hostility to assault and other forms of violence.

WHO SHOULD REPORT?

All faculty, postdocs, residents, administration/managers, staff, students, volunteers or guest(s) on campus regardless of gender are protected. Designated Campus Security Authorities (CSAs) have a special obligation to report sexual assault or violence.

OPTIONS FOR REPORTING

Option	Resources/Action
Report Confidentially	Faculty, Post Docs, Staff: contact EAP Residents: House Officer Student Counseling Service Students: contact Student Counseling Center
Report to CSAs /Responsible Employee See list at www.umassmed.edu/dio/care	Complaint will be forwarded to the Title IX Officer or the Director EEO
Report directly to Title IX Officers	See contact information below
Report to Campus Police (mandatory for assault/violence involving minors)	Campus Police will investigate and encourage reporting to Title 9 Officer

ESSENTIAL INFORMATION TO OBTAIN AND PROVIDE

- ✓ Name of Reporter (target of misconduct) and name of Respondent (person accused of misconduct)
- ✓ Location of incident(s)
- ✓ Description of what occurred
- ✓ What resources, assistance or accommodation provided to Reporter
- ✓ Whether confidentiality is desired by the reporter
- ✓ See www.umassmed.edu/dio/care

CONTACT INFORMATION

Diversity and Inclusion Office	Campus Safety and Police	Confidential Consultation
Title IX Officer: Carla Carten, Ph.D. Carla.Carten@umassmed.edu Phone: 508-856-2179 Room S1-710 Director EEO & Title IX Deputy: Jesse Edwards Jesse.edwards@umassmed.edu Phone: 508-856-2179 Room S1-710	UMASS Medical School Department of Public Safety 508-856-3296 Worcester Police Department 508-799-8466 South Street - Shrewsbury Police Department 508-845-4681	Internal EAP: 800-322-5327 Student Counseling: 508-856-3220 House Officer Services: 508-334-2149 External Pathways : 1-800-870-5905 Daybreak: Domestic Violence Hotline: 508-755-9030, Chat line: www.ywcahelp.com

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INFORMATION & RESOURCES

See www.umassmed.edu/dio/care/

UMMS policies regarding Sexual Conduct can be found at <http://www.umassmed.edu/dio/equal-opportunity/>

IMPORTANT TERMS AND DEFINITIONS

Complaint: A report of conduct in violation of UMMS policy made to a UMMS official

Reporter: The individual(s) who was the target of misconduct

Campus Security Authority: Designated employees with a legal obligation to report criminal acts that occur in educational locations including acts of sexual harassment and violence

Consensual Relationship: A romantic or sexual relationship in which consent for communication or contact of a sexual nature has been given without threats, coercion or physical force.

Consent: Permission for communication and or contact of a sexual nature given freely, actively and knowingly using mutually understandable, unambiguous words or actions. A person is unable to give consent when incapacitated, threatened verbally or physically or threatened with job or course grade or evaluation consequences for not agreeing to a sexual act or tolerating sexual harassment

Mandatory Reporter: All students, faculty, staff, post docs, residents, volunteers and guests must report any sexual misconduct involving minors (individuals under the age of 18)

Respondent: The individual who must answer to a claim of sexual discrimination, harassment, violence or any other violation of UMMS policy.

Responsible Employee (RE): Designated employees with the authority to redress harassment and have the duty to report harassment or other types of misconduct to appropriate officials. All Campus Security Authorities (CSAs) are Responsible Employees

Retaliation: Action(s) targeted toward an individual(s) who, reasonably and in good faith, files a complaint, participates in the investigation or resolution of a discrimination or harassment complaint or otherwise demonstrates opposition to a discriminatory practice or policy

Sexual Misconduct: Any conduct of a sexual nature directed at an individual due to their gender or perceived gender

Sexual Violence: Sexual misconduct involving sexual assault, dating and domestic violence and stalking