

UMass Chan Medical School Police Department 2024 Annual Security Report



Baystate Health

UMass Chan
MEDICAL SCHOOL



Beth Israel Lahey Health
Lahey Hospital &
Medical Center

Published in 2025

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Message from the UMass Chan Medical School Director of Public Safety

The UMass Chan Medical School Department of Public Safety is a full-service police department committed to the safety and security of all members of our community, students, staff, faculty, and campus visitors. We solicit your support and active participation in our safety and campus security efforts. We further challenge you as members of the community to act in a security-conscious manner and to avoid actions that jeopardize your safety and the safety of others.

The information in this booklet is designed to inform you of the police and security support services and programs at UMass Chan Medical School. These services have been developed to create an environment that supports education, research, and extracurricular activities. We encourage you to follow the advice and suggestions in this booklet with the hope that it will reduce the risk of becoming a victim of crime. Preventing and reducing crime effectively in our community means that we need your help, support, and cooperation.

Our campus police officers are well trained. They receive municipal police academy training and have full authority to enforce the laws of the commonwealth. Each officer attends an annual in-service training program and other specialized training programs. We operate 24 hours per day, 365 days a year. Besides patrolling the campus, we conduct criminal investigations and provide crime prevention and educational services. We serve to maintain a campus community where the students, faculty, staff, and visitors view us as their partners in public safety.

We are therefore pleased to present the UMass Chan Medical School Annual Security Report, which provides important information about safety and security on our campus. All campus crime statistics required by the Jeanne Clery Campus Safety Act (Clery Act) are provided in this report as well as information about campus crime prevention and safety awareness programs.

We invite your questions, concerns, and suggestions. You may visit our Department of Public Safety website at: <http://www.umassmed.edu/publicsafety/>

In closing, we are committed to a partnership with the people we serve, and we pledge to provide high quality, community-based policing programs and services. Our mission is to work with all of our constituents to preserve life, maintain human rights, protect property, and enhance the quality of life on campus.
Sincerely,

Clanford Leon Pierce Jr.

Associate VC - Chief of Police
UMass Chan Medical School

KEY CONTACT INFORMATION

EMERGENCY from all UMass Chan Medical School main campus phones, and phones from Biotech 1 and 2: **911**
EMERGENCY from an off-campus phone: **508-856-3296**

NOTE: It is suggested that faculty, staff, and students place this number into their cell phones.

NOTE: **911** calls from other phones, such as cell phones, are routed to a state agency, which will then route the call as appropriate:

Worcester Police Department 508-799-8600

Shrewsbury Police Department 508-841-8577

(To be used at South St. and the Maple Ave. UMass Chan Medical School properties)

Student Counseling Services	508-856-3220
Student Health Services	508-334-8464
Diversity and Inclusion Office	508-856-2179
Human Resources	508-856-5260
Employee Assistance Program	800-322-5327
Title IX Coordinator	508-856-6955
Undergraduate Medical Education	508-856-4265
T.H. Chan School of Medicine	508-856-2323
Tan Chingfen Graduate School of Nursing	508-856-5801
Morningside Graduate School of Biomedical Sciences	508-856-4135
Graduate Medical Education	508-856-2903
Parking and Access Control	508-856-3630
Environmental Health and Safety	508-856-3985

UMass Chan Medical School DPS Location:
 55 Lake Avenue North
 Main Level/Lobby
 Visitor Patient Parking Garage
 Worcester, MA 01655-0002

SECTION 1: INTRODUCTION

Overview

UMass Chan Medical School is concerned with the safety of its students, staff, faculty, guests, and visitors. We accept the responsibility to employ security measures and law enforcement practices to help provide the UMass Chan Medical School community with a safe, secure environment in which to work and pursue academic goals.

1. The UMass Chan Medical School Department of Public Safety (DPS) prepares this report in compliance with the Jeanne Clery Campus Security Act . This report includes statistics for the previous three reporting years concerning reported crimes that occurred on campus; in certain off-campus buildings or property owned or controlled by UMass Chan Medical School; and on public property within, or immediately adjacent to and accessible from the campus. This report also includes institutional policies concerning campus security, such as policies concerning alcohol and drug use, crime prevention, the reporting of crimes, sexual assault, and other matters.

The full text of the Campus Security Annual Report is available online at the internet website of the UMass Chan Medical School Department of Public Safety at <https://www.umassmed.edu/publicsafety/> and the UMass Chan Medical School intranet site at <https://inside.umassmed.edu/>. This report is prepared in cooperation with local law enforcement agencies and campus administrators. Each entity provides updated information on their educational efforts and programs to comply with the Clery Act. Campus crime, arrest and referral statistics include those reported to the DPS, designated campus security authorities and local law enforcement agencies.

Each year, notification about how to access the Annual Security Report is made to all enrolled students, faculty, and staff. Copies of this report may also be obtained at the UMass Chan Medical School DPS located on the main level of the visitor parking garage, 55 Lake Avenue North, Worcester, MA 01655-0002. All prospective employees and students may also obtain a copy from the UMass Chan Medical School DPS.

All policy statements contained in this report apply to all campuses unless otherwise indicated.

Statement of Policy for Addressing Campus Law Enforcement

Authority and Jurisdiction

UMass Chan Medical School is one of five campuses of the University of Massachusetts system. UMass Chan Medical School is both a center for higher education and a vibrant, active community. As with any community of similar size, criminal activity and emergencies do occur on campus. Although crime occurs in every community, UMass Chan Medical School has been fortunate to have few reported serious crimes. UMass Chan Medical School makes every attempt to be proactive and to prevent such incidents. We have competent, professionally trained police officers.

To combat crime and ensure public tranquility, the UMass Chan Medical School DPS is a visible part of campus life. The UMass Chan Medical School DPS is organized, trained, and equipped to provide progressive law enforcement and emergency services to our UMass Chan Medical School community.

The UMass Chan Medical School DPS consists of both sworn (police) and nonsworn personnel. Sworn police officers derive their authority promulgated from the Board of Trustees of the University of Massachusetts. As set forth in Massachusetts General Law: “The (University) trustees may appoint as police officers’ persons in the employ of the University who in the enforcement of said rules and regulations and throughout university property shall have the powers of police officers, except as to service of civil process” (MGL Ch. 75, Sec.32A). Therefore, UMass Chan Medical School DPS officers possess the power and

authority to apprehend and arrest anyone involved in illegal acts on the UMass Chan Medical School campus. They are invested with the power of police officers throughout the property of the University of Massachusetts, and they enforce the commonwealth's laws and University regulations, including motor vehicle and parking violations.

UMass Chan Medical School police officers attend the Municipal Police Training Committee academies located throughout the commonwealth. The UMass Chan Medical School DPS operates 24 hours a day, 365 days a year providing all patrol, investigation, and specialized and emergency response, as well as crime prevention and educational services at the UMass Chan Medical School campus.

By mutual agreement with state and federal agencies, UMass Chan Medical School DPS maintains a NLETS terminal (National Law Enforcement Telecommunications System). Through this system, police personnel can access the National Crime Information Computer System as well as the Criminal History Systems Board for the Commonwealth of Massachusetts. These computer databases are used to enhance public safety by providing access to criminal history data, nationwide police records, and driver/vehicle identification information, as well as other local, state, and federal law enforcement information.

The UMass Chan Medical School DPS strives to maintain the highest ethical and performance standards in their policies, procedures, and actions. The sworn personnel and support staff of the UMass Chan Medical School DPS are dedicated to ensuring that the UMass Chan Medical School campus is a safe environment for studying, teaching, researching, and working. The UMass Chan Medical School DPS strives toward this goal through problem-solving partnerships with the faculty, staff, and students, as well as state and local governmental bodies and our community's neighbors.

The UMass Chan Medical School DPS works in collaboration with other state and federal level law enforcement agencies such as the Massachusetts State Police, the FBI, the Drug Enforcement Agency (DEA) and the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) on an ongoing basis. The UMass Chan Medical School DPS keeps abreast of crime trends in the surrounding communities by maintaining contacts with other law enforcement agencies. This knowledge is incorporated into crime prevention awareness programs conducted by the UMass Chan Medical School DPS. The UMass Chan Medical School DPS also works in collaboration with local law enforcement. The UMass Chan Medical School DPS and the local police departments communicate regularly on the scene of incidents that occur in and around the campus area.

UMass Chan Medical School DPS detectives collaborate closely with the detectives from these other police departments when incidents arise that require joint investigative efforts, resources, crime related reports and exchanges of information.

The UMass Chan Medical School DPS is a member of the Central Massachusetts Law Enforcement Council, which consists of municipal law enforcement agencies and one county sheriff through a mutual aid agreement. Worcester Police is not a member of the Central Massachusetts Law Enforcement Council and UMass Chan Medical School DPS does not have a written memorandum of understanding with the Worcester Police.

Feel free to contact the UMass Chan Medical School DPS for routine business or if you have any questions, concerns, or suggestions.



Statement of Policy for Addressing General Procedures for Reporting a Crime or Emergency

Students, faculty, staff, and visitors are encouraged to report all crimes and public safety related incidents to the UMass Chan Medical School DPS in a timely manner. It is imperative that all crime and suspicious activity be reported to the UMass Chan Medical School DPS accurately and promptly, including when the victim elects to, or is unable to, make such a report.

To report a crime or an emergency from any phone on the UMass Chan Medical School main campus or phones in Biotech buildings 1 and 2 call 911 for the UMass Chan Medical School DPS.

From an outside phone or cell phone, call 508-856-3296.

When using an off-campus or cell phone, please remember that 911 calls will not reach the UMass Chan Medical School DPS dispatchers but will be initially routed to a regional center.

In response to a call, UMass Chan Medical School DPS will take the required action, either by dispatching an officer to the caller's location or asking the caller to report to UMass Chan Medical School DPS to file an incident report.

UMass Chan Medical School DPS officers respond to all requests for service and are the investigating authority for all crimes on campus with the exception of unattended deaths and homicides. According to M.G.L. Chapter 38, Section 4, "The District Attorney or his law enforcement representative shall direct and control the investigation of the death and shall coordinate the investigation with the office of the Chief Medical Examiner and the Police Department within whose jurisdiction the death occurred." As an added security measure, you may also report a crime on emergency phones, which are located throughout the campus. These phones are easily identified by their blue lights.

When calling for either emergency or nonemergency service, be prepared to:

- Clearly identify yourself
- State your location
- Briefly state the nature of your call

If possible, stay on the line unless otherwise advised by the police dispatcher. If assistance is required from off campus, the dispatcher will summon the appropriate police, fire, and/or medical service.

Crimes should be reported to UMass Chan Medical School DPS for the purpose of assessing the incident for issuance of a Timely Warning Notice and for inclusion in the annual statistical disclosure. The address for the UMass Chan Medical School intranet site is <https://inside.umassmed.edu/>, which contains the Clery Act and the UMass Chan Medical School Department of Public Safety internet site at <https://www.umassmed.edu/publicsafety/> lists the number and types of UMass Chan Medical School Campus Security Authorities who are available to all UMass Chan Medical School community members for reporting these crimes.

To report a crime that occurs at an off-campus location, contact the appropriate local police department. In the case of an emergency, it is always best to dial 911 and follow the procedures outlined above. For the purpose of reporting a crime to the Worcester or Shrewsbury Police Departments, please note the numbers below.

Contact	Number
EMERGENCY	911
Worcester Police Department	508-799-8600
Shrewsbury Police Department	508-841-8577

Other on-campus resources available to provide assistance to a victim of or witness to a crime include:

Contact	Number
Student Counseling Center	508-856-3220
Student Health Services	508-334-8464
Human Resources	508-856-5260
Title IX Coordinator	508-688-1317

This publication contains information about on-campus and off-campus resources, and it is made available to all UMass Chan Medical School community members. The information regarding “resources” is not intended to imply that those resources are “crime reporting entities” for UMass Chan Medical School. Crimes should be reported to the UMass Chan Medical School DPS to ensure inclusion in the annual crime statistics and to aid in providing timely warning notices to the community, when appropriate.

Policy Addressing Limited Voluntary Confidential Reporting

It is the policy of UMass Chan Medical School that all crimes should be reported to the UMass Chan Medical School DPS. Anyone who is a victim of or witness to a crime on campus is encouraged to promptly report the incident to the UMass Chan Medical School DPS. Police reports are public records under state law, and therefore, the UMass Chan Medical School DPS cannot hold reports of crime in confidence. All reports will be investigated. When appropriate, violations of the law will be referred to the Title IX Coordinator and/or the appropriate dean.

Due to the sensitive nature of certain types of crimes, victims of sexual assault or domestic violence may choose to confidentially report crimes to the Student Counseling Center or to the Title IX coordinator. The purpose of a confidential report is to comply with a victim’s wish to keep the matter confidential while taking steps to ensure the future safety of the victim and others. With such information, the UMass Chan Medical School DPS can keep an accurate record of the number of incidents involving students, staff, and visitors; determine where there is a pattern of crime with regard to a particular location, method, or assailant; and alert the UMass Chan Medical School campus community to potential dangers. Reports filed in this manner are counted and disclosed in the annual crime statistics for UMass Chan Medical School and when they involve allegations of sexual harassment (including sexual violence) are made available to the UMass Chan Medical School Title IX coordinator. Reporting procedures applicable to

allegations of sexual assault are further discussed later in this brochure.

Confidential reports for purposes of inclusion in the annual disclosure of crime statistics can generally be made to other campus security authorities as defined by the Clery Act.

When a potentially dangerous threat to the UMass Chan Medical School community arises, public safety advisories or UMass Chan Medical School campus-wide alerts will be issued to notify individuals of the threat in a timely manner. These advisories and alerts will also inform the community of any recommended action to be taken.

Responsibilities of the UMass Chan Medical School Community

Members of the UMass Chan Medical School community must assume responsibility for their own personal safety and the security of their personal property. The following precautions provide guidance:

- Report all suspicious activity to the UMass Chan Medical School DPS immediately.
- Never take personal safety for granted.
- Try to avoid walking alone at night.
- Limit your alcohol consumption. Leave social functions that get too loud, too crowded, or that have too many people drinking excessively. Remember to call the UMass Chan Medical School DPS or local police department for help at the first sign of trouble.
- Carry only small amounts of cash.
- Never leave valuables—wallets, purses, books, phones, etc.—unattended.
- Carry your keys at all times. Do not lend them to anyone.
- Lock up bicycles and motorcycles. Lock car doors and close windows when leaving your car.
- Do not leave valuables in your car, especially if they can be easily noticed.
- Engrave serial numbers or owner's recognized numbers, such as a driver's license number, on items of value.
- Inventory your personal property and insure it appropriately with personal insurance coverage.

Section 2: Timely Warnings, Emergency Response and Evacuations

Statement of Policy for Addressing Timely Warnings

The purpose of this policy is to comply with the Department of Education requirements regarding timely notice of certain events as described 20 U.S.C. s. 1092(f), known as the Jeanne Clery Campus Safety Act. These acts along with the Higher Education Reauthorization Act (2008) require any acts that have occurred on or within the institution's Clery Geography, require campus police officers to keep the institution informed in a timely manner of crimes that may pose a serious or continuing threat to students and employees.

Crime alerts will be distributed as soon as pertinent information is available, in a manner that withholds the names of victims as confidential, and with the goal of aiding in the prevention of similar occurrences.

The UMass Chan Medical School Department of Public Safety is responsible for issuing crime alerts in compliance with the Clery Act. In an effort to provide timely notice to the UMass Chan Medical School community, and in the event of a crime that poses a serious or continuing threat to members of the UMass Chan Medical School community, a crime alert is sent by university-wide email or text message to all students and medical school employees on campus. The alerts are written and distributed to the UMass Chan Medical School community by the UMass Chan Medical School Director of Public Safety or a designee. This email or text message indicates that a crime alert has been issued and may provide a link to the UMass Chan Medical School DPS website.

Crime alerts are usually distributed for the following Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) classifications: arson, murder/non-negligent manslaughter, and robbery. Incidents of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and whether there is a continuing danger to the campus community. For example, if an assault occurs between two students who have a disagreement, there may be no ongoing threat to other UMass Chan Medical School community members and a crime alert would not be distributed. In cases involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a “timely” warning notice to the community. Sex offenses will be considered on a case-by-case basis depending on when and where the incident occurred, when it was reported, and the amount of information known by the UMass Chan Medical School DPS. Cases involving property crimes will be assessed on a case-by-case basis and alerts will typically be sent if there is a discernible pattern of crime.

The UMass Chan Medical School Chief of Public Safety or designee reviews all reports to determine if there is an on-going threat to the community and if the distribution of a crime alert is warranted. Crime alerts may also be issued for other crime classifications, as deemed necessary.

Updates to the UMass Chan Medical School community about any particular case resulting in a crime alert may be distributed via blast email or text message or may be posted on the UMass Chan Medical School DPS’s website. Crime alert posters may also be posted by the UMass Chan Medical School DPS in campus buildings when deemed necessary. When crime alerts are posted in campus buildings, they are posted in the lobby/entrance area of the affected building(s) for seven days.

A daily crime log is available for review at the UMass Chan Medical School DPS located at the main level of the Visitor Parking Garage, 55 Lake Avenue North, Worcester, MA, 01655-0002 from 8 a.m. to 3 p.m. Monday through Friday, excluding holidays. The information in the crime log typically includes the case number, classification, date reported, date occurred, time occurred, general location and disposition of each reported crime.

In addition to these crime alerts, UMass Chan Medical School is able to issue campus-wide alerts via text-messaging, email, and face-to-face communication to the campus community in the event of an imminent or ongoing threat to the community. UMass Chan Medical School campus-wide alerts are disseminated with the goal of notifying as many people as possible, as rapidly as possible (i.e., active threats, bomb threats, or a dangerous chemical spill, etc.) These alerts are sent to individuals who have UMass Chan Medical School email accounts and to those who have opted into UMass Alerts for all cell phone text messaging notifications.

The UMass Chan Medical School Emergency Management site contains applicable information on the UMass Chan Medical School intranet site at: <https://inside.umassmed.edu/>. Click on the Research tab located on top of page, choose Environmental Health and Safety, click on Emergency Management. Members of the UMass Chan Medical School community are encouraged to register their cell phones for text messages at: <https://inside.umassmed.edu/ehs/Emergency-Management/Emergency-Notification-System/>. Choose Emergency Management & Construction Safety tab at top of page. Proceed to Emergency Notification System to register.

After logging in, select “edit” to view or change the information currently on file. You can also add information for other contact devices by clicking on the corresponding icon.

UMass Alerts are assessed twice each year. If you work or study on campus and do not receive the test messages, then you may need to update your contact information. If your contact information is correct in the system, and you believe you should have received a message, please send an email to the UMass Chan Medical School Helpdesk at UMWHelpdesk@umassmed.edu or call 508-856-8643 for additional help.

Notification to the UMass Chan Medical School Community About an Immediate Threat

All members of the UMass Chan Medical School community are notified on an annual basis that they are required to notify UMass Chan Medical School DPS of any situation or incident on campus that involves a significant emergency or dangerous situation that may involve an immediate or ongoing threat to the health and safety of students and/or employees on campus. UMass Chan Medical School DPS has the responsibility of responding to, and summoning the necessary resources to mitigate, investigate and document any situation that may cause a significant emergency or dangerous situation. In addition, UMass Chan Medical School DPS has the responsibility to respond to such incidents to determine if the situation does in fact pose a threat to the community. If that is the case, federal law requires that the institution immediately notify the campus community or the appropriate segments of the community that could be affected by the situation.

The decision to issue an alert shall be decided on a case-by-case basis by the UMass Chan Medical School DPS chief or designee in light of all the facts surrounding an incident or crime, including factors such as the nature of the incident/crime, the continuing threat to the campus community and the possible risk of compromising law enforcement efforts.

The UMass Chan Medical School DPS and others receive information from various offices/departments on campus. If the UMass Chan Medical School DPS or others confirm that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the UMass Chan Medical School community, they will collaborate to determine the content of the message. They will use some or all of the systems described below to communicate the threat to the UMass Chan Medical School community or to the appropriate segment of the community if the threat is limited to a particular building or segment of the population. The UMass Chan Medical School DPS and others will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to: UMass Chan Medical School DPS, other police departments, fire departments and emergency medical services), compromise the efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency. The entire UMass Chan Medical School campus community will be notified when there is at least the potential that a large segment of the community will be affected by a situation or when a situation threatens the operation of the campus as a whole. There will be a continuing assessment of the situation and additional segments of the campus community may be notified if a situation warrants such action. The UMass Chan Medical School DPS will determine how much information is appropriate to disseminate at different points in time. Depending on what segments of the community the notification targets, the content may differ.

In the event of a serious incident that poses an immediate threat to the health and safety of the UMass Chan Medical School community, UMass Chan Medical School has various systems in place for communicating information quickly. Some or all of these methods of communication may be activated in the event of an immediate threat to the UMass Chan Medical School campus community. These methods of communication include UMass Alerts, a system that provides emergency communications and other valuable information via text message and email. Students, faculty, and staff are automatically signed up for email alerts through their official UMass Chan Medical School email address.



Other forms of communication include network emails, departmental phone trees, face-to-face communications and bulletins posted on building entrances and exits, fire alarm system and building PA systems. In the event a situation requires the activation of the UMass Chan Medical School's emergency notification system, updates are available on the UMass Chan Medical School website www.umassmed.edu. Members of the larger community who are interested in receiving information about emergencies on campus can also check the UMass Chan Medical School website at: www.umassmed.edu

Students should take responsibility for regularly checking their email. In order to receive campus-wide email announcements, students must have a UMass Chan Medical School email account, which may be obtained by sending an email to the UMass Chan Medical School Helpdesk at or calling 508-856-8643 for additional help.

Instructions for automatic forwarding of email messages from a UMass Chan Medical School account to another account are available from the Help Desk at UMWHelpdesk@umassmed.edu or 508-856-8643.

University notification systems are administered by the following responsible authorities:

System to Use	Primary Message Creator	Backup Message Creator	Authority for Approving and Sending Messages	Primary Message Sender	Backup Message Sender
Network Emails	Dispatcher/Police Command staff and Communications	Dispatch/Chief and Communications	Police Command Staff or EOC or Communications	Dispatcher or Communications	Police Command Staff or Communications
UMass Alerts	Scripts are already loaded into RAVE or Dispatcher/Police Command Staff	Scripts are already loaded into RAVE or Emergency Management or EH&S, Sr. Director	Loaded scripts already approved. Police Command Staff Sr. Director of EH&S or EOC or Communications	Dispatcher	Police Command Staff, Sr. Director of EH&S, EOC or Communications

PA Systems of the Fire Alarm	Dispatcher/Police Command staff	Dispatch/Chief	Police Command Staff or EOC or Communications	OE Console or Dispatch	OE Console or Dispatch
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If any of the systems using technology fails, the campus would initiate bulletins posted on building entrances and exits or face-to-face communication using appropriate staff on campus.

Statement of Policy Regarding Immediate Emergency Response and Evacuation Procedures

A crisis can erupt at any time and in any form such as fire, explosion, medical epidemic, water leak, power outage, hurricane, or bomb threat; the possibilities are infinite and unpredictable. Nonetheless, planning for the unpredictable does help.

UMass Chan Medical School departments are responsible for developing contingency plans and continuity of operation plans for their own staff and areas of responsibility. UMass Chan Medical School conducts announced, or unannounced emergency response exercises each year, such as table-top exercises and tests of the emergency notification systems on campus. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution.

The UMass Chan Medical School DPS officers and supervisors have received training in Incident Command and Responding to Critical Incidents on Campus. The Incident Command System (ICS) is utilized when responding to critical incidents. When a serious incident occurs that causes an immediate threat to campus, the first responders to the scene are usually the UMass Chan Medical School DPS, Environmental Health and Safety, Facilities Maintenance and Worcester Fire Department who typically respond and work together to manage, mitigate, and recover from incidents. Depending on the nature of the incident, other UMass Chan Medical School departments and other local or federal agencies could also be involved in responding to the incident.

General information about the emergency response and building evacuation procedures for UMass Chan Medical School is available on the UMass Chan Medical School intranet site on the Environmental Health and Safety site at: <http://inside.umassmed.edu/ehs/>

The fire policy can be viewed at the fire policy can be viewed at <https://edit-inside.umassmed.edu/Policies/Master-listing/> Policy # 03.03.03.01

UMass Chan Medical School annually reviews the Emergency Operation's Plan in order to provide updates and ensure that UMass Chan Medical School continues to strengthen emergency response programs, policies, and procedures.

Please view and become familiar with UMass Chan Medical School 's Emergency Operation's Plan. It can be viewed at the Emergency Management intranet site and here:

<https://umassmed.sharepoint.com/sites/ehs-intranet/SitePages/Emergency-Management.aspx>

Procedure for Testing Emergency Response and Evacuation Procedures

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of an emergency. At UMass Chan Medical School, evacuation drills are used as a way to educate and train occupants on issues specific to their building. During the drill, occupants practice drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition to educating the

occupants of each building about the evacuation procedures during the drills, the process also provides UMass Chan Medical School with the opportunity to test the operation of fire alarm system components.

Evacuation drills are coordinated by the Department of Environmental Health and Safety (EH&S). The emergency response and evacuation procedures are tested once each year for each building. Students, faculty, and staff learn the locations of the emergency exits in the buildings and are provided guidance about the direction in which they should travel when exiting each building for a short-term building evacuation. EH&S does not tell individuals in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. EH&S and staff on the scene will communicate information to individuals regarding the developing situation or any evacuation status changes. Fire drills are typically scheduled during the summer and early start of the fall semester.

Students receive information about evacuation and shelter-in-place procedures.

EH&S conducts announced and unannounced drills and exercises each year and conducts follow-through activities designed for assessment and evaluation of emergency plans and capabilities. EH&S coordinates announced, and unannounced evacuation drills each year, as described above, to test the emergency response and evacuation procedures, and to assess and evaluate the emergency evacuation plans and capabilities.

The UMass Chan Medical School DPS performs Active Threat Drills. An active threat refers to any incident that creates an immediate threat or presents an imminent danger to the campus community such as a shooter or hostage situation. Although encountering an active threat on campus remains remote, members of the campus community are encouraged to review the guidelines in the event of an emergency.

The UMass Chan Medical School Emergency Management team conducts table-top and real-time exercises to test emergency preparedness, business continuity and disaster recovery plans. Others are encouraged to participate and/or observe during these exercises.

Shelter-in-Place Procedures

What it means to “Shelter-in-Place”

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to “shelter-in-place” means to make a shelter of the building that you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside.

Basic “Shelter-in-Place” Guidance

If an incident occurs and the building you are in is not damaged, stay inside an interior room until you are told it is safe to come out. If your building is damaged, take your personal belongings (purse, wallet, student ID card, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest University building quickly. If police or fire department personnel are on the scene, follow their directions.

How You Will Know to “Shelter-in-Place”

A shelter-in-place notification may come from several sources, including UMass Chan Medical School DPS, EH&S, Facilities, other University employees, the federal or local government, WPD, or other authorities utilizing the University's emergency communications tools.

How to “Shelter-in-Place”

No matter where you are, the basic steps of shelter-in-place will remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel: If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.

1. Locate a room to shelter inside. It should be:
 - a. An interior room.
 - b. Above ground level; and
 - c. Without windows or with the fewest windows. If there is a large group of people inside a particular building, several rooms may be necessary.
2. Shut and lock all windows (tighter seal) and close exterior doors.
3. Turn off air conditioners, heaters, and fans.
4. Close vents to ventilation systems as you are able. (University staff will turn off the ventilation as quickly as possible.)
5. Make a list of the people with you and ask someone to call the list into UMass Chan Medical School DPS so they know where you are sheltering.
6. Turn on a radio or TV and listen for further instructions.
7. Make yourself comfortable.

ACTIVE THREAT GUIDELINES

Although encountering an active threat on campus remains remote, we encourage members of the campus community to review these guidelines in the event of an emergency. An active threat refers to any incident that creates an immediate threat or presents an imminent danger to the campus community such as a shooter or a hostage situation. Taking the time now to review these guidelines increases your ability to respond in the event of an emergency.

If you can evacuate the building...

1. Try to stay calm and determine the location of the threat.
2. Call 911 as soon as possible, although escaping is your priority.
3. If a safe exit does exist, take it as quickly as possible.
4. Continue running until you are well clear of the location of the threat. Find a safe location and call 911 to report your location to the police.

If the only exit is through a window, consider the consequences of the fall:

- How high are you from the ground?

- Can you land in shrubs or grass to decrease the potential for serious injury?
- Can you make an improvised rope out of clothing, belts, or other items?

If you cannot evacuate the building . . .

1. Try to stay calm and determine the location of the threat.
2. Take shelter in the nearest office, classroom, closet, or other area that can be secured. Barricade the door using desks, bookshelves, or other heavy objects. If the door opens outward, attach one end of a belt to the door handle and the other end to a heavy object.
3. If the door has a window, cover it.
4. Look for other escape routes, such as windows and other doors.
5. Call 911 and tell them what is happening. Speak quietly and then set your cell phone to vibrate or silent.
6. Stay low to the ground and remain as quiet as possible.
7. Once in a secure location, do not open the door for anyone. Do not approach police officers as they attempt to locate and neutralize the threat. The police officers will return to assist you once the threat has been neutralized.
8. When University police arrive, obey all commands. You may be asked to keep your hands in the air; you may even be handcuffed until the police assess the situation. These steps are being taken for safety reasons.

If an active threat is in your presence...

If you are in a crowded room and the threat is shooting, “play dead” or quietly crawl to safety. If you are with a group, as an action of last resort, you might choose to take the offense:

1. If the shooter is entering the room, position yourself in location that allows for an element of surprise.
2. Throw anything available at the threat. Aim for the face to distract him/her.
3. Attack as a group, swarming around the threat.
4. Grab the threat’s arms, legs or head and take him/her to the ground. Use body weight to secure him/her.
5. “Fight dirty” – kick, bite, gouge eyes.
6. Have somebody in the group call 911.
7. When University police arrive, obey all commands. You may be asked to keep your hands in the air; you may even be handcuffed until the police assess the situation. These steps are being taken for safety reasons.

If you have incapacitated the threat...

1. Make sure the suspect is secure (body weight, belts, etc.)
2. Move any weapons away from the threat.
3. Do not hold a weapon.
4. Call 911 and advise law enforcement that the threat/shooter is down.
5. Provide your location and stay on the line if possible.

6. When University police arrive, obey all commands. You may be asked to keep your hands in the air; you may even be handcuffed until the police assess the situation. These steps are being taken for safety reasons.

If you are interested in training on this topic for your office or group, contact Chief Clanford Leon Pierce Jr. of the UMass Chan Medical School DPS at 508-856-3296 or email him at Clanford.Pierce@umassmed.edu.

SECTION 3: CAMPUS FACILITIES SAFETY AND SECURITY

Statement of Policy for Addressing Security and Access

The Facilities Department maintains all the UMass Chan Medical School buildings and grounds with a special concern for safety and security. Personnel identify lighting deficiencies and make recommendations for repairs to security/safety equipment such as broken locks, windows, and fire safety equipment.

Most campus buildings and facilities are accessible to members of the UMass Chan Medical School community. Some facilities are open to community members and visitors during normal business hours while others remain secured 24-hours a day and require UMass Chan Medical School identification or key access to gain entry. Facilities are maintained and their security monitored in the interest of students, staff, and faculty. Some facilities such as the bookstore, libraries and cafeterias are also open to visitors.

Access to academic and administrative facilities on campus is limited to students, employees, and visitors for the purpose of study, work, teaching and to conduct other UMass Chan Medical School business.

Each academic building has established its hours based on the needs of specific academic departments and the hours may vary at various times of the year. Access to some of these buildings is also controlled by card access after normal business hours, and all of these buildings have varied levels of access.

Most academic and administrative buildings do not have a UMass Chan Medical School DPS officer assigned to them. However, UMass Chan Medical School provides random patrols 24-hours a day.

Maintenance of Campus Facilities

The UMass Chan Medical School DPS staff strives to enhance security for campus facilities with the implementation of a state-of-the-art card access system and secondary locking devices. These systems help ensure that faculty, staff, and students with the proper authorization are granted access to UMass Chan Medical School resources after established business hours.

Emergencies may necessitate changes or alterations to any posted schedules. Areas that appear to be problematic have security surveys conducted by the UMass Chan Medical School DPS.

Statement of Policy for Addressing Safety and Security in the Residence Halls

UMass Chan Medical School does not have residence halls.

Statement of Policy for Addressing Safety and Security Off-Campus

Off-campus apartment complexes, townhouses/condominium communities and other multifamily dwellings pose unique challenges. Because of the natural turnover of many residents in rental property, students must make an extra effort to be aware of their surroundings. This includes knowledge of the measure's landlords have taken on behalf of resident safety.

These residences fall under the jurisdiction of the local police department. In the event of an emergency dial 911. UMass Chan Medical School DPS personnel do not provide law enforcement services to off-campus locations.

Statement of Policy for Addressing the Monitoring and Recording of Student Conduct (On Campus and in Off-Campus Residences)

UMass Chan Medical School must consider student conduct, whether on or off campus, that is disruptive of good community relations or that interferes with, impairs, or obstructs UMass Chan Medical School's mission, functions and processes or that are found to be offensive to generally accepted standards of sound behavior, as harmful and adverse to UMass Chan Medical School's interests. Because of this, local police departments make efforts to inform UMass Chan Medical School of off-campus criminal activity involving UMass Chan Medical School students. If a violation of law occurs on or off campus, UMass Chan Medical School may institute proceedings against the offenders. Such action by UMass Chan Medical School is independent of, and may proceed in parallel with, civil and/or criminal action.

Missing Student Notification Policy

UMass Chan Medical School is not required to have a Missing Student Notification Policy because the campus does not provide residence housing to students. However, if a member of the UMass Chan Medical School community has reason to believe that a student is missing, he or she should immediately notify the UMass Chan Medical School DPS at 508-856-3296.

SECTION 4: SECURITY AWARENESS AND CRIME PREVENTION

Statement of Policy for Addressing Security Awareness and Crime Prevention Programs

The UMass Chan Medical School DPS believes that through crime prevention and safety awareness education, community members are better prepared to prevent crime and to respond if crime does occur. A crisis can erupt at any time and in any form such as a fire, explosion, medical epidemic, water leak, power outage, hurricane, or bomb threat. The possibilities are numerous and unpredictable. Nonetheless, planning for the unpredictable does help. Applicable information is available on the UMass Chan Medical School intranet site at <https://inside.umassmed.edu/>. Click on the Research tab on top of the page, hit the drop down and choose Environmental Health and Safety.

Members of UMass Chan Medical School DPS conduct crime prevention and general security and safety awareness presentations when requested by various UMass Chan Medical School community groups. During these presentations, the following information is typically provided: crime prevention tips; statistics on crime at UMass Chan Medical School; information regarding campus security procedures and practices, including encouraging participants to be responsible for their own security/ safety and for the security/safety for others on campus. Crime prevention programs and sexual assault prevention programs are offered upon request.

Crime prevention programs include:

- R.A.D. (Rape Aggression Defense) classes to female students and staff. These classes are free of charge. The R.A.D. system is a 12-hour program designed to instruct women about awareness, prevention, risk reduction and avoidance while progressing into the basics of hands-on defense training. Courses are offered upon request.
- Presentations on “Active Shooter, How to Respond”
- Personal Safety Escort Program for persons walking from one point on campus to another point on campus whenever personal safety is a concern; and students traveling from the campus to their off-campus residence during late hours if within approximately one mile of the campus.
- Providing brochures, posters and other materials pertaining to crime prevention, safety, and security
- The presence of emergency phones throughout the campus
- Police officers presenting programs on crime awareness and prevention throughout the year tailored to the particular needs of students, faculty, and staff
- The patrolling of parking facilities by the UMass Chan Medical School DPS
- Security and Fire Alarm Systems that monitor a campus-wide network of intrusion, fire, and duress alarms
- The planning of physical security systems with new construction or major campus renovations
- Periodic security surveys to assist the UMass Chan Medical School community in improving the security of their workplaces and personal belongings.
- Facility surveys to identify and correct deficiencies in exterior lighting, locking hardware and the safety of grounds



Additional Security Services/Systems Include

UMass Chan Medical School is responsible for providing access control to all on-campus facilities. Such control includes random foot and motorized patrol, preapproved access authorization screening, intrusion alarm systems, card access systems, the monitoring of strategically placed CCTV cameras, as well as the development of security plans for events held on campus.

- **Security Cameras:** UMass Chan Medical School DPS seeks to enhance public safety and security by utilizing security cameras in a professional and ethical manner, consistent with accepted legal rights of privacy. Currently, there are over 850 security cameras at UMass Chan Medical School.
- **Plantation St. Garage:** Shuttle buses run every 7 to 10 minutes from the garage to the Third Road shuttle drop off during weekdays from 5:30 a.m. to 9:00 p.m. More information is available by calling 508-856-3630 or 508-856-5934.
- **Parking Enforcement:** All student and faculty/staff parking lots are randomly patrolled by the UMass Chan Medical School DPS.

Statement of Policy for Addressing Substance Abuse Education

Substance abuse and its related consequences undermine the UMass Chan Medical School goals of academic success and civility. All students and staff at UMass Chan Medical School are expected to abide by all federal, state, and local laws, including those regulating the use, possession, sale, distribution, manufacture and cultivation of illicit drugs and alcohol. In addition, Congress amended the Higher Education Act of 1965 by adding a section pertaining to Drug Free Schools and Campuses. Under this new amendment any institution receiving federal funds, including federal student loan programs, must adopt and implement policies to prevent the use of illegal drugs and alcohol by students and employees.

Financial aid penalties for drug offenses: Beginning on July 1, 2000, the 1998 amendments to the higher education act require the suspension of eligibility for financial aid for students convicted of drug related offenses. The length of suspension of eligibility is not less than one year and varies depending on the nature of the offense. Full details are available from the Office of Financial Services.

UMass Chan Medical School is committed to promoting a climate which supports academic and personal growth and success and the well-being of all members of the UMass Chan Medical School community. To safeguard and promote a healthy academic and living environment, UMass Chan Medical School promulgates rules and regulations for the behavior of all members of the community. These policies include those listed in the UMass Chan Medical School intranet site

<https://umassmed.sharepoint.com/sites/policies/SitePages/homepage.aspx> and on the UMass Chan Medical School internet site, <http://umassmed.edu/> under Human Resources at the bottom of the page, then choose Policies from the top tabs.

Health risks associated with alcohol and other drug consumption include impaired judgment, vision, speech, coordination, memory, sensation, and perception. Long-term use of alcohol and other drugs can negatively impact many of the body's systems and cause physical and psychological dependence.

It is the responsibility of each member of the UMass Chan Medical School community to understand and comply with all campus rules and regulations. These regulations include all federal, state, and local laws including the Drug Free Schools and Community Act of 1989, the Drug Free Workplace Act of 1988, and the Higher Education Act (as amended in 1998). As a member of the UMass Chan Medical School community, it is your responsibility to know and abide by all campus rules and regulations, to understand the risks associated with the use and abuse of alcohol and other drugs, and to assist in creating an environment that promotes health-enhancing attitudes and activities. Any violation shall subject the offender to the UMass Chan Medical School disciplinary process and/or criminal prosecution.

Services and resources are available to all members of the UMass Chan Medical School community, to provide accurate information relating to drugs and alcohol, to support individual needs and to assist at crisis points. Listings of resources on campus are available by calling:

Contact	Number
Student Counseling Services	508-856-3220
Student Health Services	508-334-8464
Human Resources	508-856-5260
Employee Assistance Program	800-322-5327

In addition, individuals who wish to enroll in a drug or alcohol rehabilitation program should check their insurance to verify if they are covered for these services.

The full text of the Drug and Alcohol Abuse in the Workplace Policy is available in the UMass Chan Medical School intranet site and internet

<https://edit-inside.umassmed.edu/Policies/Policies-listing-page/hr/Labor-and-Employee-Relations-Union-Contracts/Drug-and-Alcohol-Abuse-in-the-Workplace/>. Policy # 06.06.04

Each of the three UMass Chan Medical Schools maintains its own Student Code of Conduct Policy.

Statement of Policy for Addressing Alcohol

As noted above, the possession, sale, or the furnishing of alcohol on the UMass Chan Medical School campus is governed by the UMass Chan Medical School Drug and Alcohol Abuse in the Workplace Policy and Massachusetts state law. Laws regarding possession, use, sale, consumption or furnishing of alcohol are controlled by the Department of Alcohol and Beverage Control (ABC). The possession, use, sale, manufacture, or distribution of any controlled substance is illegal under both state and federal laws. Such laws, including underage drinking laws, are strictly enforced by the UMass Chan Medical School DPS. Violators are subject to UMass Chan Medical School disciplinary action, criminal prosecution, fine and imprisonment.

Some of the more pertinent statutes and regulations are:

- No person shall operate a motor vehicle while under the influence of alcoholic beverages.
- No person who is intoxicated shall be served an alcoholic beverage.
- No person or group shall purchase or otherwise procure alcoholic beverages for consumption by a person under 21 years of age unless the acquiring person is the spouse, parent, or guardian of the minor.
- No person under the age of twenty-one shall use the liquor identification card or another, or furnish false information in obtaining such a card, or alter or deface such a card.

Violation of these provisions may subject the violator to criminal punishment or fines and imprisonment. In addition, persons who drive under the influence or furnish alcohol to intoxicated persons or person under 21 may be civilly liable to any persons who suffer personal injuries. The statutes and regulations are numerous and subject to change.

The above generalizations should be considered a complete and categorical statement of the present law. All members of the UMass Chan Medical School community are expected to acquaint themselves with the laws and regulations related to the possession, consumption, and sale of alcoholic beverages.

UMass Chan Medical School provides services regarding drug and alcohol abuse through the Student Counseling Services and, when appropriate, the Employee Assistance Program.

Statement of Policy for Addressing Illegal Drugs

The UMass Chan Medical School campus is designated “Drug-Free.” The possession, use, sale, manufacture, or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by the

UMass Chan Medical School DPS. Violators are subject to arrest, criminal prosecution, UMass Chan Medical School disciplinary action, fine and imprisonment.

The full text of the University Alcohol and Drug Policy can be found on the UMass Chan Medical School intranet site Drug Free Workplace: <https://edit-inside.umassmed.edu/Policies/Policies-listing-page/hr/General-Administration/Drug-Free-Workplace/> Policy 06.05.04. and on the internet <http://www.umassmed.edu/> under Human Resources at the bottom of the page, then choose Policies from the top tabs.

Statement Regarding Firearms and Weapons

Possession of firearms on UMass Chan Medical School property is regulated under MGL, Chapter 269, § 10j. Firearms of any type, assembled or disassembled, ammunition, knives, machetes, javelins, martial arts devices, clubs, or any device which can be considered hazardous to the welfare of members of the UMass Chan Medical School community are strictly prohibited on campus. Any violation of state laws or town ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons will result in prosecution and will be subject to severe disciplinary action, up to and including, dismissal from the University.

SECTION 5: SEXUAL ASSAULT PREVENTION AND RESPONSE

Statement of Policy for Addressing Sexual Assault Prevention and Response

Sexual Assault is forced, manipulated, or coerced sexual activity. It is a violent crime using sexual means. When it involves unwanted penetration, it is rape. If you or someone you know has been a victim of a sexual assault or rape, UMass Chan Medical School wants you to know of the variety of services available to assist you and strongly encourages you to use them as soon as possible.

Rape and all forms of sexual assault are violations of the law. The UMass Chan Medical School DPS offers sexual assault education and information programs to UMass Chan Medical School students and employees upon request.

Guidelines for Assistance

Anyone who is a victim of a sexual assault should make getting to a place of safety their first priority. Once safety has been established, obtain necessary medical treatment. The UMass Chan Medical School DPS strongly advocates that a victim of sexual assault reports the incident in a timely manner. Time is a crucial factor for evidence collection and preservation. An assault should be reported directly to the local police department or, if on the UMass Chan Medical School campus, to the UMass Chan Medical School DPS.

Filing a police report will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers. Filing a police report:

- Ensures that a victim of sexual assault receives the necessary medical treatment and tests, at no expense to the victim.
- Provides the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal exam); and
- Ensures the victim has access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

The Massachusetts Department of Public Health specially trains, certifies and supports registered nurses and physicians to provide quality care and forensic evidence collection to sexual assault survivors. The UMass Memorial Medical Center Emergency Department is a designated Sexual Assault Nurse Examiner

(SANE) site providing confidential, compassionate services for male, female, and transgender survivors. Victims/survivors of sexual assault are encouraged to go to the Emergency Department as soon as possible before showering. For optimal evidence collection, exams should be performed within 72 hours of assault. However, SANE will conduct an exam for up to 5 days following the assault. The SANE assists in obtaining the services of a counselor advocate from the community.

UMass Chan Medical School will assist a victim after an alleged sex offense with options for changes to academic situations that are available if requested by the victim. UMass Chan Medical School does not have residential halls for the purpose of assisting victims with living situations.

Individuals may also report a sex offense to the UMass Chan Medical School Title IX coordinator, who is responsible for coordinating the institution's compliance with Title IX, at 508-688-1317, or online at <https://www.umassmed.edu/dio/reporting/>. The UMass Chan Medical School DPS Hotline number is 508-856-8499.

Investigative Policy and Procedure is located on the UMass Chan Medical School internet site at <https://www.umassmed.edu/title-ix/> and on the UMass Chan Medical School intranet site at <http://www.https://www.umassmed.edu/hr/umassmed.edu/> choose Human Resources (bottom of the page) Click Benefits and select Policies from the dropdown menu. Click on Policies, found under the Benefits tab at the (top of the page) Select Volume I, Policy # 01.02.06., and Title IX Grievance Procedure.

Sexual Misconduct Policy

<https://umassmed.sharepoint.com/sites/hr/SitePages/Sexual-Misconduct-Policy.aspx?csf=1&web=1&e=A5yAe3&CID=e4333615-fe78-426f-9443-8d3eb3716e4b> UMass Chan Medical School community members and guests can seek support for cases of sexual harassment, assault, and violence confidentially through the following contacts:

EAP (Faculty and Staff)

Call 1-800-322-5327

Student Counseling Services (Students)

508-856-3220

External Support

Daybreak Domestic Violence

Hotline: 508-755-9030

URL: <https://ywcacm.org/domestic-violence/>

Worcester County Victims Assistance:

508-755-8601

URL: worcesterda.com/victim-resources/

Worcester Intervention Network (WIN) - a partnership between Daybreak and the domestic violence unit of Worcester Police: **508-755-9030**

URL: <https://ywcacm.org/domestic-violence/>

National Domestic Violence

Hotline: 800-799-7233

Pathways for Change (Sexual Assault Resources)

Hotline: 800-870-5905

<http://www.pathwaysforchange.help/>

New Hope Inc. (Domestic and Sexual Violence Resources)

Hotline: 800-233-4673

[Home - New Hope, Inc. \(new-hope.org\)](http://www.new-hope.org)

Living in Freedom Together (LIFT) (Sex trafficking)

508-762-9660

<https://www.liftworchester.org/>

Resources Available to the Campus Community:

Student Counseling Services (SCS): 508-856-3220

The SCS provides counseling, psychotherapy, assistance with stress management and educational programs on emotional well-being for graduate, medical and nursing students. People come to SCS seeking personal growth and greater self-understanding, as well as healthier psychological functioning. Many students using the service are people who want to cope more effectively with difficult or stressful academic situations, while others seek counseling to deal with broader life issues. Some students come because of more serious, troublesome, and/or chronic difficulties in their lives.

While short-term counseling is most common, it is possible, when time permits, for students to be seen for an extended period. Medication is prescribed and monitored as needed, on a case-by-case basis. The costs for SCS services are covered by the prepaid Student Health Plan fee; there is no additional charge for students using SCS. Appointments are scheduled weekdays Monday through Thursday with some evening availability. To provide the best possible services to the greatest number of students, students should provide 24-hour notice if they need to cancel an appointment, as our counseling services are in extremely high demand. This will enable us to offer the appointment to another student. If someone cancels three times, with less than 24-hour notice within a three-month period, we will be unable to continue to schedule regular appointments. Instead, we will offer cancellation openings when available in a clinician's schedule. Drop-in Clinic will remain available as noted below.

The SCS maintains strict standards of privacy and confidentiality. Counseling records are kept separately from students' general medical records. No information about a student's contact with the SCS or information obtained in counseling is released to anyone outside the counseling service staff, including school or hospital administration, faculty, family, or other students, without the knowledge and written consent of the student, unless required by law or in the rare instance of an emergency involving someone's safety.

Location

The SCS is located behind the Medical School Library, in Room # S1-620. Enter the library, then head toward the Computer Lab in the back-right corner then proceed through the brown steel door. There will be signs for SCS. To schedule an appointment with a clinician on the SCS, call 508-856-3220.

The Drop-In Clinic is not meant to replace psychotherapy visits, nor should it supplant medication appointments when deeper discussions are needed. As always, students new to the clinic or any student with a mental health emergency should contact the service directly. More detailed instructions are given below.

Prescription Refill Requests

Be mindful of when your prescriptions will be running out and plan to come to Drop-In Clinic for a new prescription. Being seen in person is the best and most efficient option. If you cannot make Drop-In Clinic, please contact the SCS office at 508-856-3220 or email at SCS@umassmed.edu to schedule an appointment. If you are unable to come into SCS due to extenuating circumstances, urgent prescription refill requests must be received by 12 noon on Wednesday as SCS requires 48 hours to fulfill any non-office visit requests.

Mental Health Emergencies

If a mental health emergency arises:

- Please try to call the SCS office first at 508-856-3220.
- Outside business hours call Emergency Mental Health at 508-856-3562 and ask to have the covering clinician paged.

Student Health Services

Information pertaining to services and hours of operation may be viewed on the UMass Chan Medical School intranet site: <https://inside.umassmed.edu/> Choose the Academics tab on top of page then click on Student Counseling Services.

Diversity and Inclusion Office (DIO): 508-856-2179

Inclusive excellence is integral to the UMass Chan Medical School mission to advance the health and well-being of the people of the Commonwealth and the world through pioneering education, research, and health care delivery. As an institution, we are preparing tomorrow's physicians, nurses, and scientists to serve and relate to a multicultural society by fostering a workforce that reflects varied backgrounds, perspectives, experiences, and expertise; strengthening cultural competence and humility through education; and cultivating a culture where these qualities are valued as sources of strength, learning, and innovation. Through consultation, education, regulation, and collaboration, the Diversity and Inclusion Office (DIO) serves as a catalyst for an academic health sciences center that embodies inclusive excellence. Cultural competence and humility are foundational to our institutional values, shaping how we educate, conduct research, and deliver care. Our commitment compels UMass Chan to lead in developing and implementing innovative approaches to health sciences education, research, and public service. Title IX Coordinator: 508-688-1317/Hotline 508-856-8499

The responsibilities of the Title IX Coordinator are included in the UMass Chan Medical School Title IX Policy and Grievance Procedure, located on the UMass Chan Medical School intranet site, <https://inside.umassmed.edu/> under Policies and Procedures, Diversity and Inclusion Office and via the UMass Chan Medical School internet <https://www.umassmed.edu/title-ix/>.

As a recipient of federal funds, UMass Chan Medical School is required to comply with Title IX of the Higher Education Amendments of 1972, 20 U.S.C. §§ 1681 et seq., in which "Sexual Harassment" is defined as conduct on the basis of sex that satisfies one or more of the following:

- i. An employee of UMass Chan Medical School conditioning the provision of an aid, benefit, or service UMass Chan Medical School on a Complainant's participation in unwelcome sexual conduct;
- ii. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that effectively denies a person equal access to UMass Chan Medical School's education program or activity; or
- iii. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 1229(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30), as amended; and as also separately defined in UMass Chan Medical School's Title IX Grievance Procedure.

The Title IX policy and the related University of Massachusetts Chan Medical School Title IX Grievance Procedure are designed to comply with these requirements, and in so doing, providing due process for both the Complainant and Respondent in claims of sexual harassment.

For information pertaining to the University's policies governing sexual harassment and Title IX visit: <https://www.umassmed.edu/title-ix/>. For further information pertaining to the University's procedures for resolution of sexual harassment visit <https://www.umassmed.edu/title-ix/>

UMass Chan Medical School DPS: 508-856-3296

Investigation of off-campus crime is the direct responsibility of the local police department. Investigation of on-campus crime is the direct responsibility of the UMass Chan Medical School DPS, which is sensitive to and aware of problems of sexual assault and rape. All members of the UMass Chan Medical School DPS have received training in responding to sexual assault and rape. Additionally, there are also some specialized trained and certified Sexual Assault/Rape investigators within the department.

It is important to report sexual assault as soon as possible so that a full and appropriate investigation can be conducted. A delay in investigation could result in loss of evidence and could jeopardize any later possibility of prosecution. The results of this investigation will be presented to the District Attorney to be evaluated for prosecution. It is unlikely that prosecution will occur without the cooperation of the victim. If you contact the UMass Chan Medical School DPS, you will be informed of your legal rights as a victim and the various procedures available to you including your right to file a report with the UMass Chan Medical School Title IX Coordinator at 508-856-3409. You will also be asked to undergo a medical examination, and you will be informed of and encouraged to use the counseling resources of UMass Chan Medical School.

On March 7, 2013, President Obama signed the Violence Against Women Reauthorization Act of 2013, (VAWA) (Pub Law 113-4) which, among other provisions amended section 485(f) of the Higher Education Act of 1965, as amended (HEA) otherwise known as the Jeanne Clery Campus Safety Act (Clery Act).

A. Definitions

There are numerous terms used by UMass Chan Medical School in our policy and procedures. Below, we provide the definitions of consent as defined by the UMass Chan Medical School Title IX Incident – Investigative Policy and Procedure. We also provide definitions for the offenses of sexual assault, domestic violence, dating violence and stalking as defined by the United States Department of Education as well as under Massachusetts state criminal law.

Consent: As noted in the Title IX policy, “Sexual violence refers to physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent due to the victim’s use of drugs or alcohol or due to an intellectual or other disability.”

Sexual Assault: “Sexual assault” means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting system. A sex offense is any act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Rape is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest is defined as non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory rape is defined a non-forcible sexual intercourse with a person who is under the statutory age of consent.

Massachusetts’s Criminal Law also defines sexual assault under the statute contained in Ch. 265 § 22: Rape Section 22. (a) Whoever has sexual intercourse or unnatural sexual intercourse with a person, and compels such person to submit by force and against his will, or compels such person to submit by threat of bodily injury and if either such sexual intercourse or unnatural sexual intercourse results in or is committed with acts resulting in serious bodily injury, or is committed by a joint enterprise, or is committed during the commission or attempted commission of an offense defined in section fifteen A, fifteen B, seventeen, nineteen or twenty-six of this chapter, section fourteen, fifteen, sixteen, seventeen or eighteen of chapter two hundred and sixty-six or section ten of chapter two hundred and sixty-nine shall be punished by imprisonment in the state prison for life or for any term of years.

No person serving a sentence for a second or subsequent such offense shall be eligible for furlough, temporary release, or education, training or employment programs established outside a correctional facility until such person shall have served two-thirds of such minimum sentence or if such person has two or more sentences to be served otherwise than concurrently, two-thirds of the aggregate of the minimum terms of such several sentences.

(b) Whoever has sexual intercourse or unnatural sexual intercourse with a person and compels such person to submit by force and against his will or compels such person to submit by threat of bodily injury, shall be punished by imprisonment in the state prison for not more than twenty years; and whoever commits a second or subsequent such offense shall be punished by imprisonment in the state prison for life or for any term or years.

Whoever commits any offense described in this section while being armed with a firearm, rifle, shotgun, machine-gun, or assault weapon, shall be punished by imprisonment in the state prison for not less than ten years. Whoever commits a second or subsequent offense shall be punished by imprisonment in the

state prison for life or for any term of years, but not less than 15 years.

No person serving a sentence for a second or subsequent such offense shall be eligible for furlough, temporary release, or education, training or employment programs established outside a correctional facility until such person shall have served two-thirds of such minimum sentence or if such person has two or more sentences to be served otherwise than concurrently, two-thirds of the aggregate of the minimum terms of such several sentences.

For the purposes of prosecution, the offense described in subsection (b) shall be a lesser included offense to that described in subsection (a).

Domestic Violence: The term “domestic violence” means

1. Felony or misdemeanor crimes of violence committed—
 - a. By a current or former spouse or intimate partner of the victim.
 - b. By a person with whom the victim shares a child in common.
 - c. By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner.
 - d. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
 - e. By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
2. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Massachusetts’s Criminal Law also defines domestic violence under the statute contained in Ch. 209A § 1

Domestic Violence Definitions

Section 1. As used in this chapter the following words shall have the following meanings:

“Abuse,” the occurrence of one or more of the following acts between family or household members:

- A. attempting to cause or cause physical harm.
- B. placing another in fear of imminent serious physical harm.
- C. causing another to engage involuntarily in sexual relations by force, threat, or duress.

“Court,” the superior, probate and family, district, or municipal court departments of the trial court, except when the petitioner is in a dating relationship when “Court” shall mean district, probate, or municipal courts.

“Family or household members,” persons who:

- A. are or were married to one another.
- B. are or were residing together in the same household.
- C. are or were related by blood or marriage.
- D. having a child in common regardless of whether they have ever married or lived together; or
- E. are or have been in a substantive dating or engagement relationship, which shall be adjudged by district, probate, or Boston municipal courts consideration of the following factors:

(1) the length of time of the relationship; (2) the type of relationship; (3) the frequency of interaction between the parties; and (4) if the relationship has been terminated by either person, the length of time elapsed since the termination of the relationship.

“Law officer,” any officer authorized to serve criminal process.

“Protection order issued by another jurisdiction”, any injunction or other order issued by a court of another state, territory or possession of the United States, the Commonwealth of Puerto Rico, or the District of Columbia, or tribal court that is issued for the purpose of preventing violent or threatening acts or harassment against, or contact or communication with or physical proximity to another person, including temporary and final orders issued by civil and criminal courts filed by or on behalf of a person seeking protection.

“Vacate order,” court order to leave and remain away from a premise and surrendering forthwith any keys to said premises to the plaintiff. The defendant shall not damage any of the plaintiff’s belongings

those of any other occupant and shall not shut off or cause to be shut off any utilities or mail delivery to the plaintiff. In the case where the premises designated in the vacate order is a residence, so long as the plaintiff is living at said residence, the defendant shall not interfere in any way with the plaintiff’s right to possess such residence, except by order or judgment of a court of competent jurisdiction pursuant to appropriate civil eviction proceedings, a petition to partition real estate, or a proceeding to divide marital property. A vacate order may include in its scope a household, a multiple family dwelling and the plaintiff’s workplace. When issuing an order to vacate the plaintiff’s workplace, the presiding justice must consider whether the plaintiff and defendant work in the same location or for the same employer.

Dating Violence: The term “dating violence” means violence committed by a person

1. Who is or has been in a social relationship of a romantic or intimate nature with the victim and
2. The existence of such a relationship shall be based on the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition-

1. Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
2. Dating violence does not include acts covered under the definition of domestic violence.

For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Dating violence is not defined specifically in Massachusetts’s State criminal law.

Stalking: The term “stalking” means

1. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - Fear for the person’s safety or the safety of others; or
 - Suffer substantial emotional distress.
2. For the purposes of this definition:
 - Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.
 - Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
 - Reasonable persons mean a reasonable person under similar circumstances and with similar identities to the victim.

3. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Massachusetts's Criminal Law also defines Stalking under the statute contained in Ch. 265 § 43: Stalking

Section 43.

(a) Whoever

- i. willfully and maliciously engages in a knowing pattern of conduct or series of acts over a period of time directed at a specific person which seriously alarms or annoys that person and would cause a reasonable person to suffer substantial emotional distress,
- ii. makes a threat with the intent to place the person in imminent fear of death or bodily injury, shall be guilty of the crime of stalking and shall be punished by imprisonment in the state prison for not more than 5 years or by a fine of not more than \$1,000, or imprisonment in the house of correction for not more than 2-1/2 years or by both such fine and imprisonment. The conduct, acts or threats described in this subsection shall include, but not be limited to, conduct, acts or threats conducted by mail or by use of a telephonic or telecommunication device or electronic communication device including, but not limited to, any device that transfers signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo-electronic, or photo-optical system, including, but not limited to, electronic mail, internet communications, instant messages, or facsimile communications.

- (b) Whoever commits the crime of stalking in violation of a temporary or permanent vacate, restraining, or no-contact order or judgment issued pursuant to sections eighteen, thirty-four B, or thirty-four C of chapter two hundred and eight; or section thirty-two of chapter two hundred and nine; or sections three, four, or five of chapter two hundred and nine A; or sections fifteen or twenty of chapter two hundred and nine C or a protection order issued by another jurisdiction; or a temporary restraining order or preliminary or permanent injunction issued by the superior court, shall be punished by imprisonment in a jail or the state prison for not less than one year and not more than five years. No sentence imposed under the provisions of this subsection shall be less than a mandatory minimum term of imprisonment of one year.

A prosecution commenced hereunder shall not be placed on file or continued without a finding, and the sentence imposed upon a person convicted of violating any provision of this subsection shall not be reduced to less than the mandatory minimum term of imprisonment as established herein, nor shall said sentence of imprisonment imposed upon any person be suspended or reduced until such person shall have served said mandatory term of imprisonment.

A person convicted of violating any provision of this subsection shall not, until he shall have served the mandatory minimum term of imprisonment established herein, be eligible for probation, parole, furlough, work release or receive any deduction from his sentence for good conduct under sections one hundred and twenty-nine, one hundred and twenty-nine C and one hundred and twenty-nine D of chapter one hundred and twenty-seven; provided, however, that the commissioner of correction may, on the recommendation of the warden, superintendent, or other person in charge of a correctional institution, grant to said offender a temporary release in the custody of an officer of such institution for the following purposes only: to

attend the funeral of next of kin or spouse; to visit a critically ill close relative or spouse; or to obtain emergency medical services unavailable at said institution. The provisions of section eighty-seven of chapter two hundred and seventy-six relating to the power of the court to place certain offenders on probation shall not apply to any person seventeen years of age or over charged with a violation of this subsection. The provisions of section thirty-one of chapter two hundred and seventy-nine shall not apply to any person convicted of violating any provision of this subsection.

(c) Whoever, after having been convicted of the crime of stalking, commits a second or subsequent such crime shall be punished by imprisonment in a jail or the state prison for not less than two years and not more than ten years. No sentence imposed under the provisions of this subsection shall be less than a mandatory minimum term of imprisonment of two years.

A prosecution commenced hereunder shall not be placed on file or continued without finding, and the sentence imposed upon a person convicted of violating any provision of this subsection shall not be reduced to less than the mandatory minimum term of imprisonment as established herein, nor shall said sentence of imprisonment imposed upon any person be suspended or reduced until such person shall have served said mandatory term of imprisonment.

A person convicted of violating any provision of this subsection shall not, until he shall have served the mandatory minimum term of imprisonment established herein, be eligible for probation, parole, furlough, work release or receive any deduction from his sentence for good conduct under sections one hundred and twenty-nine, one hundred and twenty-nine C and one hundred and twenty-nine D of chapter one hundred and twenty-seven; provided, however, that the commissioner of correction may, on the recommendation of the warden, superintendent, or other person in charge of a correctional institution, grant to said offender a temporary release in the custody of an officer of such institution for the following purposes only: to attend the funeral of next of kin or spouse; to visit a critically ill close relative or spouse; or to obtain emergency medical services unavailable at said institution. The provisions of section eighty-seven of chapter two hundred and seventy-six relating to the power of the court to place certain offenders on probation shall not apply to any person seventeen years of age or over charged with a violation of this subsection. The provisions of section thirty-one of chapter two hundred and seventy-nine shall not apply to any person convicted of violating any provision of this section.

B. Education and Prevention Programs

UMass Chan Medical School engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and employees that:

- A. Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct.
- B. Defines using definitions provided both by the Department of Education as well as state law what behavior constitutes domestic violence, dating violence, sexual assault, and stalking.
- C. Defines what behavior and actions constitute consent to sexual activity in the State of Massachusetts and/or using the definition of consent found in the Student Code of Conduct if state law does not define consent.
- D. Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

- E. Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.
- F. Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.

UMass Chan has developed an annual educational campaign consisting of presentations to new students; participating in and presenting information and materials during new employee orientation; and in providing ongoing awareness training, activities and programming for all students and employees.

EDUCATION AND PREVENTION PROGRAMS

THE UNIVERSITY OFFERED THE FOLLOWING PRIMARY PREVENTION AND AWARENESS PROGRAMS FOR ALL INCOMING STUDENTS IN 2024:			
Name of Program	Date Held	Location Held	Which Prohibited Behavior Covered?
Tan Chingfen Graduate School of Nursing - Program Orientation	8/21-25/2024	On Campus	DoV, DaV, SA and S*; Title IX
Morningside Graduate School of Biomedical Sciences-Program Orientation	8/14-18/2024	On Campus	DoV, DaV, SA and S*, Title IX
Graduate Medical Education Orientation-Student Life	8/16/2024	On Campus	DoV, DaV, SA and S*; Title IX
T.H. Chan School of Medicine Orientation- Student Life	8/16/2024	On Campus	DoV, DaV, SA and S*; Title IX
Morningside Graduate School of Biomedical Sciences-Student Life	8/16/2024	On Campus	DoV, DaV, SA and S*, Title IX

DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

THE UNIVERSITY OFFERED THE FOLLOWING ONGOING PREVENTION AND AWARENESS PROGRAMS FOR STUDENTS IN 2024:			
Name of Program	Date Held	Location Held	Which Prohibited Behavior Covered?
Rape Aggression Defense	3/18,19,25/2024, 6/10,11,13/2024, 9/7,14/2024, 11/5-7/2024	On Campus	DoV, DaV, SA & S*

DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

THE UNIVERSITY OFFERED THE FOLLOWING ONGOING PREVENTION AND AWARENESS PROGRAMS FOR EMPLOYEES IN 2024:				
Name of Program	Date Held	Location Held	Complied with Section B a-e?	Which Prohibited Behavior Covered?
Rape Aggression Defense	3/18,19,25/2024, 6/10,11,13/2024, 9/7,14/2024, 11/5- 7/2024	On Campus	N/A	DoV, DaV, SA & S*
Employee Orientation	On going	On Campus/Zoom	DoV, DaV, SA, S	Employee Orientation

DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs

UMass Chan Medical School has procedures in place that are sensitive to those who report sexual assault, domestic violence, dating violence and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as academic, transportation and working accommodations, if reasonably available. UMass Chan Medical School will make such accommodations, if the victim requests them and if they are available, regardless of whether the victim chooses to report the crime to the campus police or local law enforcement. To request accommodations, students and employees should contact the **Title IX Coordinator** by using the Report button at <https://www.umassmed.edu/title-ix/>, or calling 508-688-1317.

After an incident of sexual assault and domestic violence, the victim should consider seeking medical attention as soon as possible at UMass Memorial Medical Center in Worcester, Mass. In Massachusetts, evidence may be collected even if you chose not to make a report to law enforcement. Specially trained nurses (SANE) will complete an examination in the Emergency Department regardless of whether the victim wishes to identify themselves on the kit. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order.

In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease. Victims of sexual assault, domestic violence, stalking and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications and keeping pictures, logs, or other copies of documents, if they have any, that would be useful to proving that the alleged criminal offense occurred and/or that may be helpful to obtaining a protective order. Although the University strongly encourages all members of its community to report violations of this policy to law enforcement, it is the victim's choice whether or not to make such a report and victims have the right to decline involvement with the police. The University will assist any victim with notifying local police if they so desire. The UMass Chan Medical School DPS may also be reached directly by calling 508-856-3296 or in person at 55 Lake Avenue North, on the main level of the Visitor's Parking Garage in Worcester, Mass.

Procedure's victims should follow if a crime of domestic violence, dating violence, sexual assault, or stalking has occurred, including written information about options about the involvement of law enforcement and campus authorities, including notification of the victim's option to:

1. Notify proper law enforcement authorities, including on-campus and local police.
2. Be assisted by campus authorities in notifying law enforcement authorities if the victim so chooses; and
3. Decline to notify such authorities.

If you have been the victim of domestic violence, dating violence, sexual assault or stalking, you should report the incident promptly to the Title IX Coordinator by making a report (<https://www.umassmed.edu/dio/reporting/>), or calling 508-688-1317, or in person at the Diversity and Inclusion Office, Room S1-710 at 55 Lake Avenue North, Worcester MA or the UMass Chan Medical School DPS located at the same address on the main level of the Visitor's Parking Garage (if the victim so desires.) UMass Chan Medical School will provide resources, on campus off campus or both, to include medical, health, to persons who have been victims of sexual assault, domestic violence, dating violence or stalking and will apply appropriate disciplinary procedures to those who violate this policy.

UMass Chan Medical School community members and guests can report sexual harassment, assault, and violence confidentially through the following contacts:

EAP (Faculty and Staff): 1-800-322-5327

Student Counseling Services (Students): 508-856-3220

External Support

Daybreak Domestic Violence Hotline: 508-755-9030

URL: <https://ywcacm.org/domestic-violence/>

Worcester County Victims Assistance: 508-755-8601

URL: www.worcesterda.com/resources/victim-resources/

Worcester Intervention Network (WIN) - a partnership between Daybreak and the domestic violence unit of Worcester Police: 508-755-9030

URL: <https://ywcacm.org/domestic-violence/>

Pathways for Change (Sexual Assault Resources)

Hotline: 800-870-5905

<http://www.pathwaysforchange.help/>

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with UMass Chan Medical School DPS or other law enforcement to preserve evidence in the event that the victim changes her/his mind at a later date. If a report of domestic violence, dating violence, sexual assault or stalking is reported to UMass Chan Medical School, are the procedures that UMass Chan Medical School will follow are below, as well as a statement of the standard of evidence that will be used during any judicial hearing on campus arising from such a report:

Incident Being Reported:	Procedure Institution Will Follow:	Evidentiary Standard TO MEET YOUR STANDARDS
Sexual Assault	<ol style="list-style-type: none"> 1. Depending on when reported (immediate vs delayed report), institution will provide complainant with access to medical care 2. UMass Chan Medical School will assess immediate safety needs of complainant 3. UMass Chan Medical School will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department 4. UMass Chan Medical School will provide complainant with referrals to on and off campus mental health providers 5. UMass Chan Medical School will assess need to implement interim or long-term supportive measures, change in class schedule, "No Contact" directive between both parties 6. UMass Chan Medical School will provide a "No trespass" order to the accused party if deemed appropriate 7. UMass Chan Medical School will provide written instructions on how to apply for Protective Order 8. UMass Chan Medical School will provide a copy of the Sexual Misconduct Policy to complainant and inform the complainant regarding timeframes for inquiry, investigation, and resolution 9. UMass Chan Medical School will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is. 10. UMass Chan Medical School will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation. 	Preponderance of the evidence

Incident Being Reported:	Procedure Institution Will Follow:	Evidentiary Standard TO MEET YOUR STANDARDS
Stalking	<ol style="list-style-type: none"> 1. UMass Chan Medical School will assess immediate safety needs of complainant 2. UMass Chan Medical School will assist complainant with contacting local police if complainant requests it and complainant provided with contact information for local police department. 3. UMass Chan Medical School will provide written instructions on how to apply for Protective Order 4. UMass Chan Medical School will provide written information to complainant on how to preserve evidence 5. UMass Chan Medical School will assess need to implement interim or long-term supportive measures to protect the complainant, if appropriate 6. UMass Chan Medical School will provide a “No trespass” order to the accused party if deemed appropriate. 	Preponderance of the evidence
Dating Violence	<ol style="list-style-type: none"> 1. UMass Chan Medical School will assess immediate safety needs of complainant 2. UMass Chan Medical School will assist complainant with contacting local police if complainant requests it and complainant provided with contact information for local police department 3. UMass Chan Medical School will provide written instructions on how to apply for Protective Order 4. UMass Chan Medical School will provide written information to complainant on how to preserve evidence 5. UMass Chan Medical School will assess need to implement interim or long-term supportive measures to protect the complainant, if appropriate 6. UMass Chan Medical School will provide a “No trespass” order to the accused party if deemed appropriate 	Preponderance of the evidence
Domestic Violence	<ol style="list-style-type: none"> 1. UMass Chan Medical School will assess immediate safety needs of complainant 2. UMass Chan Medical School will assist complainant with contacting local police if complainant requests it and complainant provided with contact information for local police department 3. UMass Chan Medical School will provide written instructions on how to apply for Protective Order 4. UMass Chan Medical School will provide written information to complainant on how to preserve evidence. 5. UMass Chan Medical School will assess need to implement interim or long-term supportive measures to protect the complainant, if appropriate. 6. UMass Chan Medical School will provide a “No trespass” directive order to the accused party if deemed appropriate. 	Preponderance of the evidence

Assistance for Victims: Rights and Options

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, UMass Chan Medical School will assist victims of sexual assault, domestic violence, dating violence and stalking and will provide each victim with a written explanation of their rights and options.

Procedures victims should follow if a crime of domestic violence, dating violence, sexual assault, or stalking has occurred, including written information about when a student or employee reports to the institution that the student or employee has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the institution will provide the student or employee with a written explanation of the student or employee's rights and options, including information about how the institution will protect the confidentiality of victims and other necessary parties; a statement that the institution will provide written notification to students and employees about victim services within the institution and in the community; a statement regarding the institution's provisions about options for, available assistance in, and how to request accommodations and supportive measures; and an explanation of the procedures for institutional disciplinary action)

In Massachusetts, a victim of domestic violence, dating violence, sexual assault or stalking has rights. The Massachusetts Victim Bill of Rights (M.G.L. c.258B) provides rights and services to crime victims and survivors in order to ensure a meaningful role for them in the criminal justice system. While the Bill of Rights applies to all crimes, victims and survivors of violent crimes are given priority status for services. If you wish to be notified of the status of a pending criminal case, you must provide your victim witness advocate, prosecutor, and others in the criminal justice system with a current address and phone number at which you can be reached.

For a complete listing of your rights, please refer to the Victim Bill of Rights (M.G.L. c258B).

For a complete guidebook to your rights as a crime victim in the Commonwealth of Massachusetts, visit the Massachusetts Office for Victim Assistance at <http://www.mass.gov/mova/>.

UMass Chan Medical School complies with Massachusetts state law in recognizing Abuse Prevention Orders (209A) and directs any person who obtains an order of protection from domestic or dating abuse, harassment, stalking or sexual assault from any state in the country to provide a copy to the UMass Chan Medical School DPS. A complainant may then meet with an officer from the UMass Chan Medical School DPS to develop a Safety Action Plan, which is a plan for campus police and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to escorts, special parking arrangements, work location, or allowing a student to complete assignments from home, depending on the course. UMass Chan Medical School cannot apply for a legal Abuse Prevention Order and a no contact order or restraining order for a victim from the applicable jurisdiction(s). The victim is required to apply directly for these protections.

The following is information on the District Attorney's website that may be helpful when trying to get an Abuse Prevention Order (209A) and a Harassment Prevention Order (258E).

<http://www.mass.gov/courts/selfhelp/abuse-harassment/>

What is the difference between an Abuse Prevention Order (209A) and a Harassment Prevention Order (258E)? If you are being abused or harassed, you may be able to request a restraining order. **There are two distinct kinds:**

1. Abuse Prevention Orders

Limited to someone with whom you have a specific type of relationship (family, intimate, residential) – see below. You may ask for an Abuse Prevention Order (a “209A Order”) from a judge if:

If the person abusing, you are:

- A person to whom you are or were married,
- Someone with whom you are or were living,
- A family member related by blood or marriage,
- The parent of your child even if you were never married, or
- Someone with whom you are or have been in a serious dating relationship.

and you are suffering from abuse because your abuser has:

- Harmed or attempted to harm you physically,
- Caused you to fear that you are likely to be physically hurt at any moment, or
- Forced you to have sex or threatened you into having sex.

2. Harassment Prevention Orders

Not limited to specific types of relationships. You may ask for a Harassment Prevention Order (a “258E Order”) from a judge if:

You are suffering from harassment because: someone has committed three or more acts:

- that were willful and malicious. This means it was done on purpose and was done for cruelty, hostility, or revenge.
- and were aimed at you,
- and were intended to cause you fear, intimidation, abuse or damage to property, *“Abuse” means causing or attempting to cause physical harm or causing fear of imminent serious physical harm.*
- and did in fact cause you fear, intimidation, abuse, or damage to property.

Or

- someone has forced you to have sex or threatened you into having sex at least once,

Or someone has committed one of the following crimes against you at least once:

- indecent assault and battery
- rape statutory rape
- assault with intent to rape enticement of a child
- criminal stalking criminal harassment or
- drugging for sexual intercourse

What is abuse?

Under the law, abuse is physically harming you or trying to physically harm you, causing fear that you are likely to be physically hurt at any moment, or forcing you to have sex, or threatening you into having sex.

Whom can I be protected against?

You cannot get an abuse prevention order against any person you wish. You may only obtain an order against:

- A person to whom you are or were married,
- Someone with whom you are or were living,
- A family member related by blood or marriage,
- The parent of your child even if you were never married, or
- Someone with whom you are or have been in a serious dating relationship.

What can I request under an Abuse Prevention Order?

Chapter 209A allows a judge to issue a variety of types of court orders including an order that the defendant not abuse you, not contact you, stay away from your home and work address and not possess any firearms. An abuse prevention order can include any provisions that a judge thinks are needed to keep you safe.

Can I get an Abuse Prevention Order without telling the defendant?

The court may issue an abuse prevention order without the defendant having notice if there is a substantial likelihood of immediate danger of abuse. Such an order is called an *ex parte* order. You file a complaint form that includes an affidavit (described below), and a hearing is held right away without letting the defendant know. The court can issue an *ex parte* order that can last for up to ten business days.

The court will schedule a hearing within ten business days and then notify the defendant about the *ex parte* order. The defendant has a right to attend that hearing to argue that all or part of the order should not be continued. At that hearing, often referred to as the 10-day hearing, the judge will hear from you and the defendant if the defendant appears.

The judge may also decide not to issue an *ex parte* order at that time. If the judge does not think that there is a basis to grant an abuse prevention order, the request will be denied. If the judge thinks that there is not a substantial likelihood of immediate danger of abuse, the request may be put off and a hearing set up at a later time. The defendant will be given notice of that hearing and have the right to attend that hearing. At this hearing both you and the defendant will have the right to tell the court why an abuse prevention order should or should not be issued. If the judge does not issue an *ex parte* order but wants to set up a hearing where the defendant will be present, you may decide not to go forward with your complaint and ask that the hearing not be scheduled.

You can request that the defendant be ordered not to abuse you. This means that:

- The defendant shall not physically assault or threaten you.
- The defendant shall not do anything that makes you reasonably fear that the defendant might cause you physical harm.
- The defendant shall not use force or a threat of any kind to make you have sex unwillingly.

You can request that the defendant be ordered to have no contact with you. This means that:

- The defendant shall not live with you.
- The defendant must stay a specific number of feet/yards away from you. The distance that the defendant must remain away from you is listed on the order.
- The defendant shall not contact you in any way. This includes, but is not limited to, phone calls, text messages, emails, gifts and contact through friends, relatives, neighbors, or anyone else, sending or posting messages on Facebook, Twitter, or any other social media site, unless specifically allowed in the order.
- If you are already at a place and the defendant comes to that same location, the defendant must leave that place as quickly as possible.

You can request that the defendant be ordered to leave residence (home). This means that:

- The defendant must leave your residence immediately and stay away from that residence while the order is in effect. The defendant must stay away from the residence even if you are not there at the time. If the residence is an apartment, the defendant may be ordered to remain away from the entire building, even if the lease is in the defendant's name.
- The defendant shall not damage the residence in any way.
- The defendant shall not shut off any utilities or interrupt your mail delivery.

You can request that the defendant be ordered to stay away from your work. This means:

- The defendant must stay away from the place where you work as long as the order is in effect. The defendant must stay away from that workplace even if you are not there at the time.
- You can request that your residential, workplace and/or school address not appear on the order.

If the defendant does not know your current residential, workplace or school address(es) you may request that these addresses be kept confidential. This information would only be available to the court, the police, the district attorney, or others specifically allowed by you or the court. In all cases, this information is not available to the public.

You can request that you be given custody of children. This means:

The children will live with you unless or until a judge changes that order.

You can request that the defendant be also ordered to have no contact with the children. This means: The defendant must stay a specific number of feet/yards away from them (the distance is listed on the order) and have no contact with them while the order is in effect unless and until a judge permits contact with the children.

The court can also order the defendant to stay a specific number of feet/yards away from a child's school or daycare. If the defendant is permitted to have contact with the children but not with you and the children live with you, the defendant must speak only to the children, not to you.

The Probate Court can change the District Court Judge's restraining order with regard to custody and contact with children.

Even if the Probate Court changes the parts of the order that deals with the children, all other parts of the District Court order remain in effect.

You may request that the defendant be ordered to pay a certain amount of money. This means:

- The defendant can be ordered to pay temporary support if he or she might be legally obligated to do so (for example, if you are married),
- The defendant can be ordered to pay child support for his or her children, or
- The defendant can be ordered to pay for costs related to the abuse, such as medical bills, lost wages or for changing the locks.

If the judge issues a 209A order, the defendant will be ordered to surrender (give up) firearms. This means: The defendant must immediately transfer possession of any firearms, ammunition, and license to carry a firearm or firearms identification card that he/she has to the police department listed on the order. The defendant may not purchase any firearms or ammunition while the order is in effect.

How do I get an abuse prevention order? There is no charge to get an abuse prevention order.

Getting help

If you need help with getting an order, the Massachusetts Office of Victim Assistance offers a program called SAFEPLAN that provides people to help you in many courts across the state. There are other programs in some courts that provide people who can help you fill out the forms and go with you to the courtroom. In some cases, the advocate is from the local domestic violence service provider. In other cases, District Attorney Office victim-witness advocates assist people in filing for a 209A order. A list of domestic violence

service providers can be found at Jane Doe, Inc. People at these organizations can tell you if they have court advocates or, if not, how to reach a court advocate.

If you need help immediately such as safety planning or shelter, call the SAFELINK hotline at 1-877- 785-2020, which can find you a domestic violence program or shelter near you.

Where do I apply for an abuse prevention order?

During regular business hours on weekdays, you can go to the Municipal, District, Probate and Family or Superior Court whose jurisdiction covers where you live. See Court Locator. If you are unsure what court covers where you live, you can call the closest court on the list, and they will be able to direct you to the right place.

If you have left home since the abuse, you can choose to go to a court whose jurisdiction covers where you are staying. Go to the civil clerk's office and tell them you want to ask for a 209A order. They will give you the forms you need.

If you are in crisis and courts are closed, you can call or go to your local police station. The police will give you the forms to fill out and then call a judge. If the judge grants the order, it is only temporary until the next court business day. The order given to you by the police will tell you which court and when you need to be at court.

What forms do I file?

You will always file:

- Complaint for Protection from Abuse including an affidavit in support of your request
- Defendant Information Form
- Plaintiff Confidential Information Form

You may also need: If you have children:

- Complaint for Protection from Abuse page 2
- Affidavit Disclosing Care or Custody Proceedings

If you want custody of your pets, or an order to keep the defendant from abusing your pets: Petition and Order Issued Pursuant to GL c.209A, s.11 Relative to Domesticated Animals

What happens next?

After you fill out the forms, give them back to the clerk's office. Court staff will check to see if the defendant is wanted by the police, if there are or have been other restraining orders against the defendant, and/or whether the defendant has any criminal record. In some courts, court staff may also check your record. Once this is done, you will be brought into the courtroom.

Going into court

After you file your papers, you will appear before a judge. If you have asked for an order without the defendant knowing, the defendant will not be there. The judge will look over your papers and ask you some questions. The judge will decide whether to give you the order while you are still there. You will be given a copy of the order by the Clerk's office after the hearing is over. The police will attempt to serve the defendant with a copy of the order. Your local police department will receive a copy of the order. You should also always keep a copy of the order with you.

How long does the order last?

The first order you get, if the defendant is not present, is only good until you have a court hearing where the defendant has an opportunity to tell his side of the story. This is scheduled within ten business days, so it is commonly called a "10-Day Hearing." It may be in fewer than 10 days. The judge will tell you when this hearing will be held at the time, he or she issues the first order. The date of this hearing will also be on the order. If you get an emergency order when the court is not in session from a judge over the telephone and the defendant is also arrested, the defendant might be at the same court where you go to get the order extended. In that case, the judge will hold a hearing with both you and the defendant present and may grant an order for up to a year.

10-Day Hearing

The date and time for the next court hearing will be listed on the order. The name and location of the court that issued the order is listed at the top right-hand corner of the order. During that hearing, the judge will listen to the evidence and decide if the order should continue to remain in effect, be amended in some way(s), or be terminated (ended). Both the plaintiff and the defendant have a right to be heard at the hearing and to present evidence that the judge finds is relevant. If you do not appear at the next scheduled court hearing, the order will expire at the end of that court day.

If the judge grants the order, it will be in effect for up to one year. The order will say how long it will last and will tell you when you need to go back to court if you want to renew it. If you want to renew the order, you will need to go back to court on the return/expiration date on the order and ask for the order to be renewed or the order will expire.

How do I appeal?

If you are not given an order or not given everything you request you may appeal, you have 30 days to appeal after the judge makes his or her decision. No matter what court issued the order, you must appeal to the Massachusetts Appeals Court. To start your appeal, you must file a Notice of Appeal at

the Clerk's office of the court that issued the order within 30 days of your hearing. See the Appeals Court Help Center for information on the appeals process.

What happens if the defendant does something he or she is not supposed to do?

If the police witness or have probable cause to believe that the defendant violated a restraining order, the police are required to arrest the defendant. A restraining order is a civil order but violation of certain parts of the order is a criminal offense. If the defendant violates the no abuse, no contact, leaves the home, stay away from home/work, or surrender firearms terms of the order, you should contact the local police department immediately and tell them that you have a restraining order and what happened.

If the defendant does not pay support, child support or any money damages ordered, you will need to go back to the court that issued the order and ask for a hearing to see if the defendant should be held in contempt of court.

What if I want to change or terminate (end) the order?

An abuse prevention order is a court order. That means that only a judge can change the order. The person who requested the order CANNOT change or end the order without returning to court. Even if the plaintiff seems to request or allow conduct forbidden by the order, the defendant will be in violation of the abuse prevention order unless a judge has changed it. If you want to change or end the order you can go to the same court that issued the order Monday through Friday 8:30 am to 4:00 pm to ask the judge to change or end the order. The Clerk-Magistrate's Office can assist you in the filing of documents to make this request.

More information for people seeking Abuse Prevention Orders

Help:

- SafeLink is a Massachusetts 24/7 toll-free domestic violence hotline. Advocates are multilingual, and conversations are free and confidential. The advocates can assist victims with safety planning, locating shelters, providing emotional support, and finding local community services. Call 1-877-785-2020.
- Local Police- You do not have to call the police, but it is important for you to know you can call them if you feel you need their protection, especially in emergencies.
- Jane Doe, Inc. is the statewide coalition of against sexual assault and domestic violence. Their website includes information for victims and survivors of domestic violence.
- Massachusetts Office for Victim Assistance coordinates the SAFEPLAN programs on a statewide basis. SAFEPLAN is a court-based program that provides advocates to help victims of domestic violence who are seeking protection from abuse. SAFEPLAN advocates are available in forty-one districts and probate courts across the state. The services they provide to victims are free. SAFEPLAN advocates can help you with getting a 209A order or go with you to a protective order hearing. For information on SAFEPLAN advocates, what they do and how to reach them, read the SAFEPLAN FAQs.
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UMass Chan Medical School may issue a no trespass order if deemed appropriate. To the extent of the victim's cooperation and consent, UMass Chan Medical School offices will work cooperatively to ensure that the complainant's health, physical safety, work, and academic status are protected, pending the outcome of a formal University investigation of the complaint. For example, if reasonably available, a complainant may be offered changes to academic or working situations in addition to counseling, health services, visa and immigration assistance and assistance in notifying appropriate local law enforcement. Additionally, personal identifiable information about the victim will be treated as confidential and only shared with persons with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services to the complainant. For example, publicly available record-keeping for purposes of Clery Act reporting and disclosures will be made without inclusion of identifying information about the victim, as defined in 42 USC 1395 (a) (20). Further, UMass Chan Medical School will maintain as confidential any accommodations or supportive measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of UMass Chan Medical School to provide the accommodations or supportive measures.

UMass Chan Medical School does not publish the name of crime victims nor house identifiable information regarding victims in the campus police department's Daily Crime Log or online.

Resources for Victims of Domestic Violence, Dating Violence, Sexual Assault and Stalking

On Campus

Counseling	Student Counseling Services	855-862-7763
Health	Student Health Services	508-334-8464
Mental Health	Employee Assistance Program	800-322-5327
Victim Advocacy	Title IX Coordinator	508-856-6955
Immigration Services	Human Resources	508-856-5260 (Select option 3)

Off Campus

Mental Health	UMass Memorial Medical Center Psychiatry Department	508--5393
Victim Advocacy	Worcester County District Attorney	508-755-8601
Legal Assistance	Community Legal Aid	855-252-5342

Other resources available to persons who report being the victims of sexual assault, domestic violence, dating violence, or stalking, include:

<http://www.rainn.org> – Rape, Abuse, and Incest National Network

<http://www.justice.gov/ovw> - Department of Justice

<http://www2.ed.gov/about/offices/list/ocr/index.html> - Department of Education, Office of Civil Rights

Reporting Title IX Violations Regarding Domestic Violence, Dating Violence, Sexual Assault & Stalking

A person alleging domestic violence, dating violence, sexual assault and/or stalking may also utilize the complaint and investigatory procedures set forth in the UMass Chan Medical School policy against Sexual Misconduct or Title IX which are located on the intranet (go to: <https://umassmed.edu/hr/> ; click *BENEFITS* and select *POLICIES*; Select Vol. I) or on the Diversity and Inclusion Office website at:

<https://www.umassmed.edu/title-ix/>

Title IX info-

<https://www.umassmed.edu/title-ix/>

Title IX Policy https://www.umassmed.edu/globalassets/title-ix/documents/title-ix-policy_final_updated_11.27.23.pdf

Title IX Grievance Procedure: www.umassmed.edu/globalassets/title-ix/documents/chan-medical-school-tix-grievance-final_updated_12.11.23.pdf

The UMass Chan Medical School disciplinary process includes a prompt, fair and impartial investigation, and resolution process transparent to the accuser and the accused. Usually, the resolution of complaints of sexual misconduct are completed within 60 to 90 days of the report; however, the proceedings timeframe allows for extensions for good cause with notice to the accuser and the accused of the delay and the reason for the delay.

Confidentiality

UMass Chan Medical School will protect the identity of persons who report having been victims of sexual assault, domestic violence, dating violence, or stalking to the fullest extent of the law and as previously mentioned in this document. When a complainant does not consent to the disclosure of his or her name or other identifiable information to the alleged perpetrator, the ability of UMass Chan Medical School to respond to the complaint may be limited.

Sanctions and Supportive Measures

Investigations that result in a finding of “more likely than not” that a violation of the Title IX policy occurred may lead to the initiation of disciplinary procedures against the accused individual. University sanctions for UMass Chan Medical School students may include, but are not limited to, written warning, exclusion from participation in specified programs or activities, probation, suspension, and expulsion. Disciplinary actions for UMass Chan Medical School employees and other UMass Chan Medical School personnel shall be governed by and consistent with other applicable UMass Chan Medical School policies, procedures, guidelines, or agreements.

Sexual assault, domestic violence, dating violence and stalking are criminal acts which also may subject the perpetrator to criminal and civil penalties under federal and state law.

The Title IX Coordinator or their designee will determine whether interim interventions and supportive measures should be implemented, and, if so, take steps to implement those supportive measures as soon as possible. Examples of supportive measures include but are not limited to counseling, mutual restrictions on contact, university order of no contact, adjustment of course or work schedules, a leave of absence, reassignment to a different supervisor or position, assistance notifying law enforcement or seeking a protective order. These remedies may be applied to one, both or multiple parties involved. ²Violations of the Title IX Coordinator’s directives and/or supportive measures will constitute related violations that may lead to additional disciplinary action. Supportive measures imposed may be temporary pending the results of an investigation or may become permanent as determined by UMass Chan Medical School.

Sex Offender Registration

The federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services or is a student. In Massachusetts, this information may be accessed by clicking here: <https://www.mass.gov/orgs/sex-offender-registry-board>.

The UMass Chan Medical School Title IX Incident—Investigative Procedure

This policy and procedures are located on the UMass Chan Medical School intranet site at

Title IX Policy: https://www.umassmed.edu/globalassets/title-ix/documents/title-ix-policy_final_updated_11.27.23.pdf

Title IX Grievance Procedure: www.umassmed.edu/globalassets/title-ix/documents/chan-medical-school-tix-grievance-final_updated_12.11.23.pdf

Whether or not criminal charges are filed, the University or a person may file a complaint under the Title IX Policy or Sexual Misconduct Policy and related procedures. Reports of all domestic violence, dating

violence, sexual assault and stalking made to the UMass Chan Medical School DPS will be referred to the Title IX Coordinator for investigation regardless of if the complainant chooses to pursue criminal charges.

Upon receipt of a complaint, the Title IX Coordinator, with assistance from Human Resources and the Office of Management, will review the complaint and determine if the Title IX Policy and Grievance Procedure applies.

If the Title IX Coordinator determines that an investigation should proceed and not be dismissed, an Investigator from Human Resources will conduct a thorough and fair investigation of the complaint in a timely manner and based on the preponderance of the evidence standard. The Office of Management is available to assist at any time. In order to find that conduct occurred under the preponderance of the evidence standard, the Investigator must find that the evidence gathered indicates that it is more likely than not that the conduct occurred. The Investigator must interview each party and may interview others the Investigator deems have relevant information related to the allegations and if they are available and willing to be interviewed. Prior to interviewing either party, the Investigator will provide each party with a copy of the applicable procedure and written notice of the allegations potentially constituting Sexual Harassment, including the date, time, and location (if known) of the alleged conduct. The written notice will also inform both parties of their right to an Advisor of their choice, the prohibition on providing false information, and the presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

The parties may, but are not required to, participate in an Informal Resolution process. At any time after a complaint has been filed, but prior to the decision-makers reaching a determination regarding responsibility, either the Complainant or the Respondent may request that UMass Chan Medical School facilitate Informal Resolution of a complaint.

Prior and subsequent to the Live Hearing, the Advisor's participation in this Grievance Procedure, including but not limited to attendance at any meetings and/or interviews, is both at the discretion of the party who selected the Advisor and also as permitted by UMass Chan Medical School (which must be the same application for both parties). During the investigation, the Advisor's role is limited, and they may not speak on behalf of a party. During investigatory meetings and interviews, the parties will have the opportunity to take a break and confer with their Advisors, should they wish to do so. If a party does designate an Advisor during the investigation process, and at the request of that party, the Advisor will be furnished with a copy of the Complaint, the evidence gathered during the course of the investigation (when completed), and prior to the live hearing, a copy of the final investigative report. The Advisor is prohibited from disseminating the evidence and/or Investigator's report without both parties' written consent.

Prior to completion of the investigative report, the Investigator must provide to each party and the party's Advisor, if any, an opportunity to inspect and review the evidence gathered during the investigation in an electronic format or a hard copy. The parties will have ten (10) calendar days to inspect and review the evidence and submit a written response by email to the Investigator, should they wish to do so. The Investigator will consider the parties' written responses before completing the investigative report.

The Investigator will draft an investigative report that fairly summarizes the relevant evidence, including inculpatory and exculpatory evidence, and considers any responses about the evidence from the parties, and the Investigator will send this draft report to each party and the party's Advisor, and the parties will have ten (10) calendar days to review and provide a written response to this draft report to the Investigator.

After receiving any written responses to the draft investigative report, the Investigator will provide the final draft of the report and the parties' previously received written responses thereto to the Hearing Officers, the parties, and the parties' Advisors, and the Investigator shall refer the matter to the Hearing Officers for a Live Hearing.

During the above-described two 10-day review periods, the Title IX Coordinator, or designee will work on scheduling the Live Hearing, which will be scheduled no sooner than 10 days from when the final investigative report is sent to each party and their Advisor.

If a party has not designated an Advisor prior to the scheduling of the Live Hearing, UMass Chan Medical School must provide such a person for the Live Hearing for the limited purpose of conducting any cross-examinations of the other party and any witnesses.

Once the Title IX Coordinator decides that the Complaint shall not be dismissed, and while the investigation is proceeding, the UMass Chan Medical School Provost shall appoint three disinterested and non-conflicted UMass Chan Medical School employees to serve as the Hearing Officers for the grievance, including naming one of these persons as Chair. The Title IX Coordinator and/or the Deputy Executive Vice Chancellor for Management or designee shall meet with the Hearing Officers and provide them with relevant training to conduct the Hearing and to confirm that no one has a conflict of interest or bias related to the parties and the case. The Chair and the Title IX Coordinator, or designee, shall then facilitate a Live Hearing, which will be presided over by the Chair.

At the outset of the Live Hearing, the Investigator shall present a summary of the case to the Hearing Officers. The Hearing Officers may inquire of the Investigator any aspect of the Investigative Report and the investigation. Next, the Complainant and the Respondent, but not their respective Advisor, will have the opportunity to present their positions to the Hearing Officers. The parties may also present any relevant witnesses. The Hearing Officers will have the opportunity to ask any questions to the parties and any witnesses.

The Chair of the Hearing Officers must permit each party's Advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the Live Hearing must be conducted directly, orally, and in real time by the party's Advisor and never by a party personally. Before a Complainant, Respondent, or witness answers a cross-examination or other question, the Chair must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.

Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless they are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

During the Live Hearing, both parties and their Advisors will have access to all the evidence gathered during the investigative process for their reference. During the Live Hearing, either party may request a break at any time to confer with their Advisor, and/or to examine the evidence.

The Hearing Officers may not draw any inference about the determination regarding responsibility based solely on a party's or witness's absence from the Live Hearing or refusal to participate in cross-examination. Neither the Hearing Officers nor the Advisor may request or demand that either party provide evidence that is subject to a legal privilege, unless the party has waived the privilege. Employees with a legal privilege may include, but are not limited to:

- Licensed sexual assault counselors, psychologists, psychotherapists, social workers, clergy, and attorneys, and those persons working under the supervision of such individuals, when acting in their professional role providing services to a patient or client.
- UMass Chan Medical School employees are bound by statutory privilege obligations under Massachusetts law.

At the request of either party, UMass Chan Medical School must provide for the Live Hearing to occur with the parties located in separate rooms with technology enabling the Hearing Officers and parties to simultaneously see and hear the party or the witness answering questions. Live hearings may be conducted with all parties physically present in the same geographic location or, at UMass Chan Medical School's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. UMass Chan Medical School must create an audio or audiovisual recording, or transcript, of the live hearing and make it available to the parties for inspection and review.

After the Live Hearing, the Hearing Officers will prepare a written report, which they will provide to the parties simultaneously within seven (7) business days after the conclusion of the Live Hearing.

The written report must include the following:

- The identification of the allegations potentially constituting Sexual Harassment;
- A description of the procedural steps taken from the receipt of the Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the relevant Definitions in Section I to the facts found;
- A statement of, and rationale for, the result as to each allegation.

The "results" shall include a determination regarding responsibility; and in the event there is a determination of responsibility against the Respondent, any recommended disciplinary sanctions to be imposed on the Respondent; and if the Complainant is a student, whether remedies designed to restore or preserve equal access to UMass Chan Medical School's educational program or activity will be provided to the Complainant. The "results" shall also determine whether the allegations must be dismissed.

The Hearing Officers' findings of fact, conclusions, and determinations must be based on the "preponderance of the evidence" (more likely than not) standard and should be the result of an evaluation of all evidence, including inculpatory and exculpatory evidence. Determinations regarding credibility may not be based just on a person's status as a Complainant, Respondent, or witness. The final report, including recommended disciplinary sanctions, will be provided to the parties. The final report (results) will also include the procedure and permissible bases for appeal of the Hearing Officers' determination.

Both parties have the right to appeal the Hearing Officers' determination of responsibility within ten (10) calendar days of receiving the decision (which can be extended by the Title IX Coordinator for good cause shown, and with written notice to both parties). The parties can appeal the Hearing Officers' determination on and/or dismissal of the allegations on the following bases:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination was made, and that could reasonably affect the outcome of the matter;
- The Title IX Coordinator, Investigator(s), or Hearing Officer(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter; and/or
- The Hearing Officers' determination on and/or dismissal of the allegations is against the great weight of the collective credible evidence.

The parties must submit the appeal, which must be in writing and signed, to the Title IX Coordinator within ten (10) calendar days of receipt of the determination.

Statement of Policy Informing the Accuser and Accused of the Outcome of a Disciplinary Proceeding

The Student Right to Know and Campus Security Act amended FERPA to allow institutions to disclose to the victim of an alleged crime of violence, the results of a disciplinary proceeding brought against a student accused of a crime, without prior consent of the accused. This disclosure is limited to the alleged victim, who will be informed that the information may not be disclosed to the public generally (20 U.S.C. Section 1232 (b) (6)). UMass Chan Medical School will upon written request disclose to the alleged victim of a crime of violence, or non-forcible sex offense, the results of any disciplinary hearing conducted by UMass Chan Medical School against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, UMass Chan Medical School will provide the results of the disciplinary hearing to the next of kin if so requested.

How to Be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.” UMass Chan Medical School wants to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list¹ of some ways to be an active bystander.

Further information regarding bystander intervention may be found. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
- Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take sexual advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Risk Reduction

With no intent to victim blame and fully recognizing that only rapists are responsible for rape, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, and Incest National Network, www.rainn.org)

- **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to **avoid isolated areas**. It is more difficult to get help if no one is around.
- **Walk with purpose**. Even if you do not know where you are going, act like you do.
- **Trust your instincts**. If a situation or location feels unsafe or uncomfortable, it probably is not the best place to be. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
- **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
- **Make sure your cell phone is with you** and charged and that you have cash money.
- **Do not allow yourself to be isolated** with someone you do not trust or someone you do not know.
- **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
- **When you go to a social gathering, go with a group of friends**. Arrive together, check in with each other throughout the evening and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- **Do not leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you have left your drink alone, just get a new one.
- **Do not accept drinks from people you do not know or trust**. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured and carry it yourself. At parties, do not drink from punch bowls or other large common open containers.
- **Watch out for your friends and vice versa**. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately. If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and others).
- If you need to get out of an uncomfortable or scary situation here are some things that you can try:
- **Remember that being in this situation is not your fault**. You did not do anything wrong; it is the person who is making you uncomfortable who is to blame.
- **Be true to yourself**. Do not feel obligated to do anything you do not want to do. "I don't want to" is always a good enough reason. Do what feels right to you and with what you are comfortable.
- **Have a code word with your friends or family** so that if you do not feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
- **Lie**. If you do not want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc. **Try to think of an escape route**. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you?
- Is there an emergency phone nearby?
- **If you and/or the other person have been drinking**, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Statement Addressing Counselors

As a result of the negotiated rulemaking process which followed the signing into law of the 1998 amendments to 20 U.S.C. Section 1092 (f), clarification was given to those considered to be Campus Security Authorities (CSA). UMass Chan Medical School had 223 CSAs in 2024.

Campus “Pastoral Counselors” and Campus “Professional Counselors,” when acting as such, are not considered to be a campus security authority, and are not required to report crimes for inclusion in the annual disclosure of crime statistics.

Definitions:

Pastoral Counselor:

A pastoral counselor is a person who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor:

A professional counselor is a person whose official responsibilities include providing mental health counseling to the UMass Chan Medical School community, and who is functioning within the scope of his/her license or certification.

Statement of Policy Addressing Sex Offender Registration

The Federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, went into effect on October 28, 2002. The law requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by the State concerning registered sex offenders may be obtained. The act also requires sex offenders already required to register in a State to provide notice, as required, under State Law, of each institution of higher education in that State at which a person is employed, carries on a vocation, volunteer services, or is a student.

How to Inquire

Members of the UMass Chan Medical School community may request information about sex offenders in Massachusetts at the Massachusetts Sex Offender Registry Board, 978-740-6400 or <http://www.mass.gov/eopss/agencies/sorb/>

Penalties for Improper Use of Sex Offender Registry Information

Information contained in the Sex Offender Registry shall not be used to commit a crime against an offender or to engage in illegal discrimination or harassment of an offender. Any person who improperly uses Sex Offender Registry information shall be punished by not more than two and one-half years in the house of correction or by a fine of not more than \$1,000 or by both such fine and imprisonment.

SECTION 6: CRIME STATISTICS

Statement of Policy for Reporting the Annual Disclosure of Crime Statistics

The information below provides context for the crime statistics reported as part of compliance with the Clery Act.

As required by federal law, UMass Chan Medical School DPS's yearly crime statistics for this report are compiled on a calendar- year basis in accordance with the definitions of crimes provided by the FBI for use in the Uniform Crime Reporting (UCR) system. The report includes statistics for the previous three years concerning crimes that occurred on campus and were reported to the UMass Chan Medical School DPS and other campus security authorities.

The list by titles of Campus Security Authorities is located on the UMass Chan Medical School Department of Public Safety internet site at <http://www.umassmed.edu/publicsafety/> at Campus Security Authorities. In addition, these statistics also include persons referred to for campus disciplinary action for categories required under the Clery Act, including liquor and drug law violations, and illegal weapons possession. Statistical information for certain off-campus locations or property owned or controlled by UMass Chan Medical School as well as public property within or immediately adjacent to and accessible from the campus are requested and collected from the local police department. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year during which the crime was reported.

All the statistics are gathered, compiled, and reported to the UMass Chan Medical School community via this report, entitled "Annual Security Report" which is published by the UMass Chan Medical School DPS, which submits the annual crime statistics published in this brochure to the Department of Education. The statistical information gathered by the Department of Education is available to the public through their website.

UMass Chan Medical School DPS sends a notification to every enrolled student, faculty and employee providing information on how to access the Annual Security Report online. Copies of this report may also be obtained at the UMass Chan Medical School DPS located on the main level of the Visitor Parking Garage, 55 Lake Avenue North, Worcester, MA 01655-0002 or by calling 508-856-3296.

Daily Crime Log

The UMass Chan Medical School DPS Daily Crime Log is available at the UMass Chan Medical School DPS office.

Specific Information about Classifying Crime Statistics

The following statistics are published in accordance with the standards and guidelines used by the Federal Bureau of Investigation Uniform Crime Reporting Handbook and the federal law (the Clery Act).

The number of victims involved in a particular incident is indicated for the following crime classifications: Murder/Non-Negligent Manslaughter, Negligent Manslaughter, Forcible and Non- Forcible Sex Offenses, Aggravated Assault. For example, if an aggravated assault occurs and there are three victims, this would be counted as three aggravated assaults in the crime statistics chart.

The number of incidents involving a particular offense is indicated for the following crime categories (includes one offense per distinct operation): Robbery, Burglary, and Arson. For example, if five students are walking across campus together and they are robbed, this would count as one instance of robbery in the crime statistics chart.

In cases of motor vehicle theft, each vehicle stolen is counted.

In cases involving Liquor Law, Drug Law, and Illegal Weapons violations, each person who was arrested is indicated in the arrest statistics. If an arrest includes offenses for multiple liquor or drug law violations, it is only counted as a Drug Law Violation as that is the more egregious offense.

The statistics captured under the “Referred for Disciplinary Action” section for Liquor Law, Drug Law, and Illegal Weapons violations indicate the number of people who are referred to the appropriate Deans.

UMass Chan Medical School DPS Hate Crime statistics are separated by their category of prejudice. The numbers for most of the specific crime categories are part of the overall statistics reported for each year. The only exceptions to this are the addition of Simple Assault, Intimidation, and any other crime that involves bodily injury that is not already included in the required reporting categories. If a Hate Crime occurs where there is an incident involving Intimidation, Vandalism, Larceny, Simple Assault or other bodily injury, the law requires that the statistic be reported as a hate crime even though there is no requirement to report the crime classification in any other area of the compliance document.

Note: A hate or bias related crime is not a separate, distinct crime, but is the commission of a criminal offense which was motivated by the offender’s bias. For example, a subject assault a victim, which is a crime. If the facts of the case indicate that the offender was motivated to commit the offense because of his/her bias against the victim’s race, sexual orientation, gender, religion, ethnicity, or disability, the assault is then also classified as a hate/ bias crime.

Criminal Offenses and Crime Statistics—WORCESTER

OFFENSE (Reported by Hierarchy)	YEAR	ON CAMPUS	NON- CAMPUS	PUBLIC PROPERTY	TOTAL	RESIDENTIAL FACILITIES
Murder/Non-Negligent Manslaughter	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Negligent Manslaughter	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Rape	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A

OFFENSE (Reported by Hierarchy)	YEAR	ON CAMPUS	NON- CAMPUS	PUBLIC PROPERTY	TOTAL	RESIDENTIAL FACILITIES
Fondling	2024	1**	0	0	0	N/A
	2023	1**	0	0	1**	N/A
	2022	0	0	0	0	N/A
Incest	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	1**	0	0	1**	N/A
Statutory Rape	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Robbery	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Aggravated Assault	2024	1+8**=9	0	0	9	N/A
	2023	11**	0	0	11**	N/A
	2022	16**	0	0	16**	N/A
Burglary	2024	0	0	0	0	N/A
	2023	1+1**=2	0	0	1+1**=2	N/A
	2022	1	0	0	1	N/A
Motor Vehicle Theft	2024	0	0	0	0	N/A
	2023	2**+ 1=3	0	0	2**+1=3	N/A
	2022	2	0	0	2	N/A
Liquor Law Arrests	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Drug Law Arrests	2024	1**	0	0	1**	N/A
	2023	0	0	0	0	N/A
	2022	3**	0	0	3**	N/A
Weapons Law Arrests	2024	0	0	0	0	N/A
	2023	2**	0	0	2**	N/A
	2022	1**	0	0	1**	N/A

OFFENSE (Reported by Hierarchy)	YEAR	ON CAMPUS	NON- CAMPUS	PUBLIC PROPERTY	TOTAL	RESIDENTIAL FACILITIES
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Weapons Law Violations Referred for Disciplinary Action	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Arson	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Domestic Violence	2024	5+3**=8	0	0	8	N/A
	2023	5**	0	0	5**	N/A
	2022	3**	0	0	3**	N/A
Dating Violence	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Stalking	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Hate Crime	2024	0	0	0	0	N/A
	2023	1 **	0	0	1	N/A
	2022	0	0	0	0	N/A

*Third party report of acquaintance rape on campus

**Incidents occurred in hospital

Although UMass Chan Medical School is not required to report Clery-related crime data for Main Street, Pratt Street, Marvin Street and Chapin Terrace in Springfield, Mass., the Springfield Police Department indicated there were no reportable incidents in 2020, 2022 and 2023.

Although UMass Chan Medical School is not required to report Clery-related crime data for Seymour Street and Springside Avenue, Sunrise Circle, Cherry Hill Drive in Pittsfield, Mass., the Pittsfield Police Department indicated there were no reportable incidents in 2022, 2023 and 2024.

Although UMass Chan Medical School is not required to report Clery-related crime data for Lewis Bay Road in Hyannis, Mass., Hyannis Police Department indicates there were no reportable incidents in 2022, 2023 and 2024.

There were no reported incidents that occurred on the student trip to Camp Winauke on Lake Winnepesaukee, NH in 2024. The Winnepesaukee Police Department did not respond to a request for information.

Unfounded Complaints

There were no incidents identified as unfounded in 2022, 2023 and 2024.

Hate Crime Statistics

There were no reported hate crimes in 2022, one Hate Crimes of Religious Destruction/Damage/Vandalism of Property reported in 2023 and no hate crimes in 2024.

Definitions of Reportable Crimes

Sex Offenses Defined as per the United States Department of Education as well as Massachusetts General Law

- **Sexual Assault:** “Sexual assault” means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting system. A sex offense is any act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
- **Rape** is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling** is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest** is defined as non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** is defined a non-forcible sexual intercourse with a person who is under the statutory age of consent

Massachusetts General Law also defines Sexual Assault under the statute contained in Ch. 265 § 22: Rape

Section 22. (a) Whoever has sexual intercourse or unnatural sexual intercourse with a person, and compels such person to submit by force and against his will, or compels such person to submit by threat of bodily injury and if either such sexual intercourse or unnatural sexual intercourse results in or is committed with acts resulting in serious bodily injury, or is committed by a joint enterprise, or is committed during the commission or attempted commission of an offense defined in section fifteen A, fifteen B, seventeen, nineteen or twenty-six of this chapter, section fourteen, fifteen, sixteen, seventeen or eighteen of chapter two hundred and sixty-six or section ten of chapter two hundred and sixty-nine shall be punished by imprisonment in the state prison for life or for any term of years.

No person serving a sentence for a second or subsequent such offense shall be eligible for furlough, temporary release, or education, training or employment programs established outside a correctional facility until such person shall have served two-thirds of such minimum sentence or if such person has two or more sentences to be served otherwise than concurrently, two-thirds of the aggregate of the minimum terms of such several sentences.

- Whoever has sexual intercourse or unnatural sexual intercourse with a person and compels such person to submit by
- force and against his will, or compels such person to submit by threat of bodily injury, shall be punished by
- imprisonment in the state prison for not more than twenty years; and whoever commits a second or subsequent such
- The offense shall be punished by imprisonment in the state prison for life or for any term or years.

Whoever commits any offense described in this section while being armed with a firearm, rifle, shotgun, machine-gun, or assault weapon, shall be punished by imprisonment in the state prison for not less than ten years. Whoever commits a second or subsequent such offense shall be punished by imprisonment in the state prison for life or for any term of years, but not less than 15 years.

No person serving a sentence for a second or subsequent such offense shall be eligible for furlough, temporary release, or education, training or employment programs established outside a correctional facility until such person shall have served two-thirds of such minimum sentence or if such person has two or more sentences to be served otherwise than concurrently, two-thirds of the aggregate of the minimum terms of such several sentences.

For the purposes of prosecution, the offense described in subsection (b) shall be a lesser included offense to that described in subsection (a).

Domestic Violence:

The term “domestic violence” means

1. Felony or misdemeanor crimes of violence committed—
 - (i) By a current or former spouse or intimate partner of the victim.
 - (ii) By a person with whom the victim shares a child in common.
 - (iii) By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner.
 - (iv) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
 - (v) By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
2. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Massachusetts General Law also defines Domestic Violence under the statute contained in Ch. 209A §1

Domestic Violence Definitions

Section 1. As used in this chapter the following words shall have the following meanings:

“Abuse”—the occurrence of one or more of the following acts between family or household members:

- (a) attempting to cause or cause physical harm.
- (b) placing another in fear of imminent serious physical harm.
- (c) causing another to engage involuntarily in sexual relations by force, threat, or duress.

“Court”—the superior, probate and family, district, or Boston municipal court departments of the trial court, except when the petitioner is in a dating relationship when “Court” shall mean district, probate, or Boston municipal courts.

“Family or household members”—persons who:

- (a) are or were married to one another.
- (b) are or were residing together in the same household.
- (c) are or were related by blood or marriage.
- (d) having a child in common regardless of whether they have ever married or lived together; **or**
- (e) are or have been in a substantive dating or engagement relationship, which shall be adjudged by district, probate, or Boston municipal courts consideration of the following factors:
 - i. the length of time of the relationship;
 - ii. the type of relationship;
 - iii. the frequency of interaction between the parties; and
 - iv. If the relationship has been terminated by either person, the length of time has elapsed since the termination of the relationship.

“Law officer”—any officer authorized to serve criminal process.

“Protection order issued by another jurisdiction”—any injunction or other order issued by a court of another state, territory or possession of the United States, the Commonwealth of Puerto Rico, or the District of Columbia, or tribal court that is issued for the purpose of preventing violent or threatening acts or harassment against or contact or communication with or physical proximity to another person, including temporary and final orders issued by civil and criminal courts filed by or on behalf of a person seeking protection.

“Vacate order”—court order to leave and remain away from a premise and surrendering forthwith any keys to said premises to the plaintiff. The defendant shall not damage any of the plaintiff’s belongings or those of any other occupant and shall not shut off or cause to be shut off any utilities or mail delivery to the plaintiff.

In the case where the premises designated in the vacate order is a residence, so long as the plaintiff is living at said residence, the defendant shall not interfere in any way with the plaintiff’s right to possess such residence, except by order or judgment of a court of competent jurisdiction pursuant to appropriate civil eviction proceedings, a petition to partition real estate, or a proceeding to divide marital property.

A vacate order may include in its scope a household, a multiple family dwelling and the plaintiff’s workplace. When issuing an order to vacate the plaintiff’s workplace, the presiding justice must consider whether the plaintiff and defendant work in the same location or for the same employer.

MGL c. 265 s.13M:**Assault and Battery on a family or household member**

- a) Whoever commits an assault or assault and battery on a family or household member shall be punished by imprisonment in the house of correction for not more than two ½ years or by a fine of not more than \$5,000, or both fine and imprisonment.
 - b) Whoever is convicted of a second or subsequent offense of assault or assault and battery on a family or household member shall be punished by imprisonment in the house of correction for not more than two½ years or by imprisonment in the state prison for not more than 5 years.
 - c) For the purposes of this section, “family or household member” shall mean persons who:
 - i. are or were married to one another.
 - ii. have a child in common regardless of whether they have ever married or lived together
- OR**
- iii. are or have been in a substantive dating or engagement relationship; provided, that the trier of fact shall determine whether a relationship is substantive by considering the following factors:
 - The length of time of the relationship.
 - The type of relationship.
 - The frequency of interaction between the parties.
 - Whether the relationship was terminated by either person.

AND

- The length of time elapsed since the termination of the relationship

For any violation of this section, or as a condition of continuance without a finding, the court shall order the defendant to complete a certified batterer’s intervention program unless, upon good cause shown, the court issues specific written findings describing the reasons that batterer’s intervention should not be ordered or unless the batterer’s intervention program determination determines that the defendant is not suitable for intervention.

Dating Violence: The term “dating violence” means violence committed by a person

- a) who is or has been in a social relationship of a romantic or intimate nature with the victim and
- b) The existence of such a relationship shall be based on the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition-

- a) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- b) Dating violence does not include acts covered under the definition of domestic violence.
- c) For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Dating violence is not defined specifically in Massachusetts General Law.

Stalking: The term “stalking” means

- a) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
 - (i) Fear for the person’s safety or the safety of others; or
 - (ii) Suffer substantial emotional distress.
- b) For the purposes of this definition—
 - (i) Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.
 - (ii) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
 - (iii) Reasonable persons mean a reasonable person under similar circumstances and with similar identities to the victim.
- c) For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Massachusetts General Law also defines Stalking under the statute contained in Ch. 265 § 43: Stalking

Section 43. (a) Whoever (1) willfully and maliciously engages in a knowing pattern of conduct or series of acts over a period of time directed at a specific person which seriously alarms or annoys that person and would cause a reasonable person to suffer substantial emotional distress, and

(2) makes a threat with the intent to place the person in imminent fear of death or bodily injury, shall be guilty of the crime of stalking and shall be punished by imprisonment in the state prison for not more than 5 years or by a fine of not more than \$1,000, or imprisonment in the house of correction for not more than 2 1/2 years or by both such fine and imprisonment. The conduct, acts or threats described in this subsection shall include, but not be limited to, conduct, acts or threats conducted by mail or by use of a telephonic or telecommunication device or electronic communication device including, but not limited to, any device that transfers signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo-electronic or photo-optical system, including, but not limited to, electronic mail, internet communications, instant messages or facsimile communications.

(b) Whoever commits the crime of stalking in violation of a temporary or permanent vacate, restraining, or no-contact order or judgment issued pursuant to sections eighteen, thirty-four B, or thirty-four C of chapter two hundred and eight; or section thirty-two of chapter two hundred and nine; or sections three, four, or five of chapter two hundred and nine A; or sections fifteen or twenty of chapter two hundred and nine C or a protection order issued by another jurisdiction; or a temporary restraining order or preliminary or permanent injunction issued by the superior court, shall be punished by imprisonment in a jail or the state prison for not less than one year and not more than five years. No sentence imposed under the provisions of this subsection shall be less than a mandatory minimum term of imprisonment of one year.

A prosecution commenced hereunder shall not be placed on file or continued without finding, and the sentence imposed upon a person convicted of violating any provision of this subsection shall not be reduced to less than the mandatory minimum term of imprisonment as established herein, nor shall said sentence of imprisonment imposed upon any person be suspended or reduced until such person shall have served said mandatory term of imprisonment.

A person convicted of violating any provision of this subsection shall not, until he shall have served the mandatory minimum term of imprisonment established herein, be eligible for probation, parole, furlough, work release or receive any deduction from his sentence for good conduct under sections one hundred and twenty-nine, one hundred and twenty-nine C and one hundred and twenty-nine D of chapter one hundred and twenty-seven; provided, however, that the commissioner of correction may, on the recommendation of the warden, superintendent, or other person in charge of a correctional institution, grant to said offender a temporary release in the custody of an officer of such institution for the following purposes only: to attend the funeral of next of kin or spouse; to visit a critically ill close relative or spouse; or to obtain emergency medical services unavailable at said institution.

The provisions of section eighty-seven of chapter two hundred and seventy-six relating to the power of the court to place certain offenders on probation shall not apply to any person seventeen years of age or over charged with a violation of this subsection. The provisions of section thirty-one of chapter two hundred and seventy-nine shall not apply to any person convicted of violating any provision of this subsection.

(c) Whoever, after having been convicted of the crime of stalking, commits a second or subsequent such crime shall be punished by imprisonment in a jail or the state prison for not less than two years and not more than ten years. No sentence imposed under the provisions of this subsection shall be less than a mandatory minimum term of imprisonment of two years.

A prosecution commenced hereunder shall not be placed on file or continued without finding, and the sentence imposed upon a person convicted of violating any provision of this subsection shall not be reduced to less than the mandatory minimum term of imprisonment as established herein, nor shall said sentence of imprisonment imposed upon any person be suspended or reduced until such person shall have served said mandatory term of imprisonment.

A person convicted of violating any provision of this subsection shall not, until he shall have served the mandatory minimum term of imprisonment established herein, be eligible for probation, parole, furlough, work release or receive any deduction from his sentence for good conduct under sections one hundred and twenty-nine, one hundred and twenty-nine C and one hundred and twenty-nine D of chapter one hundred and twenty-seven; provided, however, that the commissioner of correction may, on the recommendation of the warden, superintendent, or other person in charge of a correctional institution, grant to said offender a temporary release in the custody of an officer of such institution for the following purposes only: to attend the funeral of next of kin or spouse; to visit a critically ill close relative or spouse; or to obtain emergency medical services unavailable at said institution. The provisions of section eighty-seven of chapter two hundred and seventy-six relating to the power of the court to place certain offenders on probation shall not apply to any person seventeen years of age or over charged with a violation of this subsection. The provisions of section thirty-one of chapter two hundred and seventy-nine shall not apply to any person convicted of violating any provision of this section.

Clery Reportable Offense Crime definitions are taken from the Uniform Crime Reporting Handbook

- **Aggravated Assault:** an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or would result in a serious potential injury if the crime were successfully completed.
- **Arson:** Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property, etc.
- **Burglary:** The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to Commit any of the aforementioned.
- **Motor Vehicle Theft:** The theft or attempted theft of a motor vehicle (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned-including joy riding).
- **Murder and Non-negligent Manslaughter:** The willful (non-negligent) killing of one human being by another.
- **Manslaughter by Negligence:** The killing of another person through gross negligence.
- **Robbery:** The taking or attempting to take anything of value from care, custody, or control of a person or persons by force or threat of force, violence, and/or causing the victim fear.
- **Weapon Law Violations:** The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.
- **Drug Law Violations:** Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, Methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).
- **Liquor Law Violations:** The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Offense Definitions Relating to the Hate/Bias Related Crime Statistics as Per the UCR Hate Crime Reporting Guidelines

A hate crime is a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias. UMass Chan Medical School is required to report statistics for hate (bias) related crimes by the type of bias as defined below for the following classifications: murder/non-negligent manslaughter, negligent manslaughter, sex offenses (forcible and non-forcible), robbery, aggravated assault, burglary, motor vehicle theft, arson (see definitions above) and larceny, vandalism, intimidation, and simple assault (see definitions below).

- **Larceny:** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

- **Vandalism:** To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law.
- **Intimidation:** To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- **Simple Assault:** An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Note: If a hate crime occurs where there is an incident involving intimidation, vandalism, larceny, simple assault or other bodily injury, the law requires that the statistic be reported as a hate crime even though there is no requirement to report the crime classification in any other area of the compliance document.

A hate or bias related crime is not a separate, distinct crime, but is the commission of a criminal offense which was motivated by the offender's bias. For example, a subject assault a victim, which is a crime. If the facts of the case indicate that the offender was motivated to commit the offense because of his bias against the victim's race, sexual orientation, etc... the assault is then also classified as a hate/bias crime.

Geography definitions are taken directly from the Clery Act

- **On-Campus-Defined as:** 1. Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls; and 2. Any building or property that is within or reasonably contiguous to the area identified in paragraph (1), that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or retail vendor).
- **Non-Campus Building or Property-Defined as:** 1. Any building or property owned or controlled by a student organization that is officially recognized by the institution; or 2. Any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.
- **Public Property-Defined as:** All public property, including thoroughfares, streets, sidewalks, and parking facilities, which is within the campus or immediately adjacent to and accessible from the campus.

SECTION 7: FIRE SAFETY REPORT

Annual Fire Safety Report

The federal Higher Education Opportunity Act of 2008 includes provisions known as the Campus Fire Safety Right-to-Know Act. These provisions require colleges and universities that have on-campus residence housing to report fire safety information to the U.S. Department of Education, and to make annual fire safety reports available to the public and the campus community. UMass Chan Medical School does not have on-campus residence housing and therefore is not required to develop an annual fire safety report.

SECTION 8: UMASS CHAN MEDICAL SCHOOL BAYSTATE REGIONAL CAMPUS

Overview

All policies and procedures pertaining to medical students are the same for students at the regional campus. Baystate Medical Center (“BMC”) and, from time to time, other sites owned and operated by Baystate Health, Inc. (“BH”) are clinical training and research sites for UMass Chan Medical School students who are pursuing the Population-Based Urban and Rural Community Health (“PURCH”) Track within the broader UMass Chan Medical School curriculum. The information presented in this section is specific to the clinical training sites operated by BMC, which are identified below, and BH’s facility at 3601 Main Street, Springfield, Massachusetts, where non-clinical training and research activities of UMass Chan Medical School -Baystate are conducted.

BMC, located at 759 Chestnut Street, Springfield, Massachusetts, is a 716-bed tertiary care and teaching hospital, and the only Level 1 trauma center and pediatric trauma center in Western Massachusetts. In addition to the main hospital site, BMC operates several satellite facilities, including three community health centers, where UMass Chan Medical School -Baystate students may participate in clinical training activities. These sites are:

- Baystate Ambulatory Care Center at 140 High Street, 140 High Street, Springfield, MA.
- Baystate Brightwood Health Center/Centro de Salud, 308 Plainfield Street, Springfield, MA.
- Baystate Mason Square Neighborhood Health Care Center, 11 Wilbraham Road, Springfield, MA; and
- Baystate Ambulatory Care Center, 3601 Main Street, Springfield, MA.

As a hospital licensed by the Commonwealth of Massachusetts Department of Public Health and accredited by The Joint Commission, BMC is required to develop and has developed an emergency preparedness and a security program that protects staff, patients, and visitors at each of its licensed facilities, as described below.

BH operates its own Security Department, with a total staff of ninety-five officers (excluding per diems). These officers are chosen based on their understanding of the role of security in health care. BH’s Security Department works closely with local law enforcement officials to maintain a safe environment, proactively prevent incidents, and address any incidents or concerns that may arise. Approximately fifteen members of BH’s Security Department have been sworn in by the City of Springfield as Special Police Officers and have completed the MPTC Bridge academy to become certified police officers. We have another fifteen officers who will be attending the MPTC Fulltime Police Academy over the next few years as we transition the department to the State Special Police Program. Special Police Officers possess the power and authority to apprehend and arrest anyone involved in illegal acts on BH property. A crime log is not maintained on the campus of Baystate Medical Center.

All BH Security Department personnel receive extensive training in, among other things, non-violent crisis intervention, use of force, patrol procedures, bomb threat and search techniques, civil disturbance management, disaster plan procedures, and FEMA incident command systems (ICS100).

Timely Warnings and Notification of an Immediate Threat:

The BH Security Department issues alerts to the BH community based on a case-by-case review, with alerts being sent to see if there is a discernible pattern of crime (*e.g.*, property crimes in the vicinity) or if there is otherwise an ongoing threat to the BH community. Such alerts are issued via blast email. In addition, BH is able to issue alerts to the BH community via text messaging and email in the event of an imminent and ongoing threat. These alerts are disseminated with the goal of notifying as many people as possible, as rapidly as possible. Alerts are sent to individuals who have BH email accounts and to those who have opted into the system for receiving cell phone text message notifications. All members of the BH community including UMass Chan Medical School -Baystate students participating in training or research activities on BH premises are encouraged to opt into this notification system. Texts of the notification system are conducted quarterly.

Emergency Response and Evacuation Procedures:

Consistent with state and federal requirements and accreditation standards of The Joint Commission, BMC has developed a security management plan, as well as emergency operations plan those addresses in detail systems, procedures, and processes to ensure safety and security of employees, patients, and visitors in the event of an emergency or disaster. In addition, BH Security Department policies address specific types of events, including, but not limited to, active shooter situations, emergency evacuations, and instances when patients or visitors are displaying violent behavior.

Facilities Safety and Security:

BH Security Department personnel maintain an active, 24/7 presence at BMC's main hospital premises and are present at the three neighborhood health centers (High Street, Brightwood, and Mason Square) and the Baystate Ambulatory Care Center during the hours when these facilities are open to see patients. The site at 3601 Main Street, which is not open to the general public and where no patient care services are provided, is part of the BH Security Department's mobile patrol; BH Security personnel conduct regular building checks and respond to calls from the premises.

As health care facilities, BMC and its satellites are open to members of the public seeking medical care and patients' family members and visitors. BH ensures the security of its facilities (*e.g.*, in restricted areas during regular hours and after hours at the satellites, and during identified hours at the main hospital) through an electronic badge access system and, at the main hospital, centralizing points of access during certain hours, so that only those with appropriate authority are granted access to its facilities.

Key Contacts:

Emergency: 911

BMC Security: (413) 794-0000

City of Springfield Police Department: (413) 787-6300

Criminal Offenses and Crime Statistics

BAYSTATE CAMPUS

OFFENSE (Reported by Hierarchy)	YEAR	ON CAMPUS	NON- CAMPUS	PUBLIC PROPERTY	TOTAL	RESIDENTIAL FACILITIES
Murder/Non-Negligent Manslaughter	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Negligent Manslaughter	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Rape	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Fondling	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Incest	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Statutory Rape	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Robbery	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Aggravated Assault	2024	2**	0	0	2**	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A

OFFENSE (Reported by Hierarchy)	YEAR	ON CAMPUS	NON- CAMPUS	PUBLIC PROPERTY	TOTAL	RESIDENTIAL FACILITIES
Burglary	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Motor Vehicle Theft	2024	4	0	0	4	N/A
	2023	4	0	0	4	N/A
	2022	1	0	0	1	N/A
Liquor Law Arrests	2024	0	0	0	0	
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Drug Law Arrests	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Weapon Law Arrests	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Weapon Law Violations Referred for Disciplinary Action	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A

DEFENSE (Crimes Not Reported by Hierarchy)	YEAR	ON CAMPUS	NON- CAMPUS	PUBLIC PROPERTY	TOTAL	RESIDENTIAL FACILITIES
Arson	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Domestic Violence	2024	1**	0	0	1**	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Dating Violence	2024	0	0	0	0	N/A
	2023	1**	0	0	1**	N/A
	2022	0	0	0	0	N/A
Stalking	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Hate Crime	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A

** Incidents Occurred in Hospital

Unfounded Complaints

There were not any incidents identified as unfounded in 2022,2023 and 2024.

Hate Crime Statistics

There were not any reported hate crimes in 2022,2023 and 2024.

Annual Fire Safety Report

The federal Higher Education Opportunity Act of 2008 includes provisions known as the Campus Fire Safety Right-to-Know Act. These provisions require colleges and universities that have on-campus residence housing to report fire safety information to the U.S. Department of Education, and to make annual fire safety reports available to the public and the campus community. Baystate does not have on-campus residence housing and therefore is not required to develop an annual fire safety report.

Security Awareness and Crime Prevention Programs

The medical school offered the following <i>primary</i> prevention and awareness program for all <i>incoming</i> Baystate students in 2024:			
Name of Program	Date Held	Location Held	Which prohibited Behavior Covered?
Medical Students Orientation	August 17	Sherman Center/UMass	Example: DoV, DaV, SA, S

DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

Baystate offered the following <i>primary</i> prevention and awareness programs to <i>new employees in 2024</i> :			
Name of Program	Date Held	Location Held	Which prohibited Behavior was Covered?
Employee Orientation	On going	Baystate	DoV, DaV, SA, S

DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S mean Stalking

We hope that you have found this information beneficial and invite your questions, concerns, and suggestions. You may visit our website: <https://www.umassmed.edu/publicsafety/>

SECTION 9: UMASS CHAN MEDICAL REGIONAL CAMPUS AT LAHEY

Overview

All policies and procedures pertaining to medical students are the same for students at the regional campus. Lahey Hospital & Medical Center (“LHMC”) and, from time to time, other sites owned and operated by LHMC a part of Beth Israel Lahey Health (“BILH”). LMHC is a clinical training and research site for UMass Chan Medical School students who are pursuing the Lead, empower, advocate, deliver (“LEAD”) Track within the core curriculum of the T.H. Chan School of Medicine at UMass Chan Medical School. These students will have an added focus on leadership, health systems science and interprofessional education. The information presented in this section is specific to the clinical training sites operated by LMHC. LMHC ‘s facility is located at 41 Mall Road, Burlington, MA.

LHMC, Burlington location at 41 Mall Road, Burlington, MA, 01805, serves more than 3,000 patients per day through our 334 inpatient hospital beds, our ambulatory care center, 24-hour emergency department and American College of Surgeons verified Level I Trauma Center. In addition to the main hospital site, LHMC operates several satellite facilities, where UMass Chan Medical School -Lahey students may participate in clinical training activities in the up-and-coming years. These sites are:

- LMH Peabody- One Essex Center Drive Peabody, MA 01960. This location includes a 24-hour emergency department and a 10-bed hospital. We serve more than eight hundred outpatients per day at this facility.
- BILH Winchester- 1021 Main Street Suite 101 Winchester, MA 01890
- BILH Beverly- 152 Conant Street Suite #101 Beverly, MA 01915

As a hospital licensed by the Commonwealth of Massachusetts Department of Public Health and accredited by The Joint Commission, LHMC is required to develop and has developed an emergency preparedness and a security program that protects staff, patients, and visitors at each of its licensed facilities, as described below.

LHMC operates its own Security Department, with a total staff of thirty uniform security personnel. These security officers are chosen based on their understanding of the role of security in health care. LHMC’s

Security Department works closely with local law enforcement officials to maintain a safe environment, proactively prevent incidents, and address any incidents or concerns that may arise. Lahey has another fourteen uniformed officers at LMC Peabody. A crime log is not maintained on the campus of Lahey Hospital & Medical Center.

All LHMC Security Department personnel receive extensive training in, among other things, non-violent crisis intervention, use of force, patrol procedures, bomb threat and search techniques, civil disturbance management, disaster plan procedures, and FEMA incident command systems (ICS100).

Lahey Security also provide escort services, jump starts, lockouts, and lost and found as well as general assistance.

Timely Warnings and Notification of an Immediate Threat:

The LHMC Security Department issues alerts to the LHMC community based on a case-by-case review, with alerts being sent if there is a discernible pattern of crime (*e.g.*, property crimes in the vicinity) or if there is otherwise an ongoing threat to the LHMC community. Such alerts are issued to those who have opted into the Alert Media system, an app that can be downloaded on a phone. In addition, LHMC is able to issue an overhead announcement system in the event of an imminent and ongoing threat. These alerts are disseminated with the goal of notifying as many people as possible, as rapidly as possible. All members of the LHMC community including UMass Chan Medical School -Lahey students participating in training or research activities on LHMC premises are encouraged to opt into this notification system. Texts of the notification system are conducted quarterly.

Emergency Response and Evacuation Procedures:

Consistent with state and federal requirements and accreditation standards of The Joint Commission, LHMC has developed a security management plan with local and state police, as well as emergency operations plan those addresses in detail, systems, procedures, and processes to ensure safety and security of employees, patients, and visitors in the event of an emergency or disaster. In addition, LHMC Security Department policies address specific types of events, including, but not limited to, active shooter situations, emergency evacuations, and instances when patients or visitors are displaying violent behavior.

Facilities Safety and Security:

LHMC Security Department personnel maintain an active, 24/7 presence at LHMC main hospital premises and the Peabody hospital C Medical Center. Winchester and Beverly are patrolled by BILH Security, who conduct regular building checks and respond to calls from the premises.

As health care facilities, LHMC and its satellites are open to members of the public seeking medical care and patients' family members and visitors. LHMC ensures the security of its facilities (*e.g.*, in restricted areas during regular hours and after hours at the satellites, and during identified hours at the main hospital) through an electronic badge access system and, at the main hospital, centralizing points of access during certain hours, so that only those with appropriate authority are granted access to its facilities.

Key Contacts:

Emergency: 911

LHMC Security Burlington: (781) 744-8240

LHMC Security Peabody: (978) 538-4630

City of Burlington Police Department: (781) 272-1212

City of Peabody Police Department: (978) 531-1212

Criminal Offenses and Crime Statistics

Lahey CAMPUS

OFFENSE (Reported by Hierarchy)	YEAR	ON CAMPUS	NON- CAMPUS	PUBLIC PROPERTY	TOTAL	RESIDENTIAL FACILITIES
Murder/Non-Negligent Manslaughter	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Negligent Manslaughter	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Rape	2024	0	0	0	0	
	2023	0	0	0	0	
Fondling	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Incest	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Statutory Rape	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Robbery	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Aggravated Assault	2024	0	0	0	0	N/A
	2023	0	0	0	0	

OFFENSE (Reported by Hierarchy)	YEAR	ON CAMPUS	NON- CAMPUS	PUBLIC PROPERTY	TOTAL	RESIDENTIAL FACILITIES
Burglary	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Motor Vehicle Theft	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Liquor Law Arrests	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Drug Law Arrests	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Weapon Law Arrests	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Weapon Law Violations Referred for Disciplinary Action	2024	0	0	0	0	N/A
	2023	0	0	0	0	

DEFENSE (Crimes Not Reported by Hierarchy)	YEAR	ON CAMPUS	NON- CAMPUS	PUBLIC PROPERTY	TOTAL	RESIDENTIAL FACILITIES
Arson	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Domestic Violence	2024	0	0	0	0	N/A
	2023	1**	0	0	1**	
Dating Violence	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Stalking	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Hate Crime	2024	0	0	0	0	N/A
	2023	0	0	0	0	

** Incidents Occurred in Hospital

Unfounded Complaints

There were not any incidents identified in prior years as Lahey is new to UMass Chan Medical School as of 2024.

Hate Crime Statistics

There were not any reported hate crimes in prior years as Lahey is new to UMass Chan Medical School as of 2024.

Annual Fire Safety Report

The federal Higher Education Opportunity Act of 2008 includes provisions known as the Campus Fire Safety Right-to-Know Act. These provisions require colleges and universities that have on-campus residence housing to report fire safety information to the U.S. Department of Education, and to make annual fire safety reports available to the public and the campus community. Lahey does not have on-campus residence housing and therefore is not required to develop an annual fire safety report.

Security Awareness and Crime Prevention Programs

The medical school offered the following <i>primary</i> prevention and awareness program for all <i>incoming Lahey students</i> in 2024:			
Name of Program	Date Held	Location Held	Which prohibited Behavior Covered?
Medical Students Orientation	August 17	Sherman Center/UMass	Example: DoV, DaV, SA, S

DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

SECTION 10: WORCESTER VA CLINIC

Overview

All policies and procedures pertaining to Worcester Veterans Affairs, (VA) and other sites owned and operated by the U.S. Department of Veteran Affairs can be found at [VA Policies](#) . Worcester VA is an outpatient clinic that offers primary care and specialty health services, including laboratory services, physical therapy, nutrition counseling, radiology, and more.

The information presented in this section is specific to the Worcester VA Clinic located at mailing address 403 Belmont Street, 1st Floor, Worcester, MA 01604 on the UMass Chan Medical Schools campus at 55 Lake Ave N, Worcester MA, 01655.

As a hospital licensed by the Commonwealth of Massachusetts Department of Public Health and accredited by The Joint Commission, Commission on Accreditation of Rehabilitation Facilities, and College of the American Pathologist, the VA is required to develop and has developed an emergency preparedness and a security program that protect staff, patients, and visitors at each of its licensed facilities, as described below.

The Worcester VA operates its own Police Department, with a total staff of four (4) armed personnel. These Police officers are chosen based on their understanding of the role of security in health care. The VA's Police Department works closely with local law enforcement officials as well as UMass Chan Medical School Police Department to maintain a safe environment, proactively prevent incidents, and address any incidents or concerns that may arise. VA police and local law enforcement partners train together on skills and tactics such as active threat drills, crisis intervention training, disaster response, and more.

All VA Police Department personnel are armed uniformed federal law enforcement officers. They receive extensive training in, among other things, non-violent crisis intervention, use of force, patrol procedures, bomb threat and search techniques, civil disturbance management, disaster plan procedures, and FEMA incident command systems. VA Police practice Veteran Centric Policing, a model through Voluntary Compliance and Visible Deterrence to protect and serve Veterans and visitors alike.

They provide law enforcement and security services to Veterans and their families at VA medical centers and other VA health facilities. Services include crime prevention and investigation, maintaining law and order, vehicle and foot patrols, telecommunication services, and workplace violence prevention. As a part of its mission to "protect those who served," VA police across the country since 2024 use in-car and body-worn cameras. This policy increases the safety of VA facilities by promoting transparency and accountability.

Timely Warnings and Notification of an Immediate Threat:

The Worcester VA Police Department works with UMass Chan Police to issue alerts to the UMass Chan community, based on a case-by-case review, with alerts being sent if there is a discernible pattern of crime (e.g., property crimes in the vicinity) or if there is otherwise an ongoing threat to the UMass Chan community. Such alerts are issued to those who have opted into the Alert Media system, an app that can be downloaded on a phone. In addition, UMass Chan is able to issue an overhead announcement system in the event of an imminent and ongoing threat. These alerts are disseminated with the goal of notifying as many people as possible, as rapidly as possible. All members of the UMass Chan and VA community are encouraged to opt into this notification system. Texts of the notification system are conducted quarterly.

Emergency Response and Evacuation Procedures:

Consistent with state and federal requirements and accreditation standards of The Joint Commission, and the Worcester VA has developed a security management plan with local and state police, as well as emergency operations plan those addresses in detail, systems, procedures, and processes to ensure safety and security of employees, patients, and visitors in the event of an emergency or disaster. In addition, the VA Police Department policies address specific types of events, including, but not limited to, active shooter situations, emergency evacuations, and instances when patients or visitors are displaying violent behavior.

Facilities Safety and Security:

The Worcester VA Department personnel are present during normal working hours and maintain a 24/7 presence with video and electronic monitoring at the Worcester location. As health care facilities, the VA and its satellites are open to Veterans, and possible spouses, dependents or survivors for medical care. Worcester VA ensures the security of its facilities in restricted areas during regular hours and after hours at the satellites, and centralizing points of access during certain hours, so that only those with appropriate authority are granted access to its facilities. When seeking care outside of the VA network in an emergency the Department maintains a hotline number for notification at 1-844-724-7842 to enable Veterans the proper care when needed.

Key Contacts:

Emergency: 911

Worcester VA:

Main phone: [508-856-0104](tel:508-856-0104)

Mental health care: [413-584-4040](tel:413-584-4040), ext. 2336

[VA website](#)

<https://www.va.gov/central-western-massachusetts-health-care/locations/Worcester-VA-clinic/>

Criminal Offenses and Crime Statistics

WORCESTER VA CAMPUS

OFFENSE (Reported by Hierarchy)	YEAR	ON CAMPUS	NON- CAMPUS	PUBLIC PROPERTY	TOTAL	RESIDENTIAL FACILITIES
Murder/Non-Negligent Manslaughter	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Negligent Manslaughter	2024	0	0	0	0	N/A
	2023	0	0	0	0	

Rape	2024	0	0	0	0	N/A
		0	0	0	0	
Fondling	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Incest	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Statutory Rape	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Robbery	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Aggravated Assault	2024	0	0	0	0	N/A
	2023	0	0	0	0	

OFFENSE (Reported by Hierarchy)	YEAR	ON CAMPUS	NON- CAMPUS	PUBLIC PROPERTY	TOTAL	RESIDENTIAL FACILITIES
Burglary	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Motor Vehicle Theft	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Liquor Law Arrests	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Drug Law Arrests	2024	0	0	0	0	N/A
	2023	0	0	0	0	

Weapon Law Arrests	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Weapon Law Violations Referred for Disciplinary Action	2024	0	0	0	0	N/A
	2023	0	0	0	0	

DEFENSE (Crimes Not Reported by Hierarchy)	YEAR	ON CAMPUS	NON- CAMPUS	PUBLIC PROPERTY	TOTAL	RESIDENTIAL FACILITIES
Arson	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Domestic Violence	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Dating Violence	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Stalking	2024	0	0	0	0	N/A
	2023	0	0	0	0	
Hate Crime	2024	0	0	0	0	N/A
	2023	0	0	0	0	

**** Incidents Occurred in VA Clinic**

Unfounded Complaints

There were not any incidents identified in prior years as Worcester VA is new to UMass Chan Medical School as of 2024.

Hate Crime Statistics

There were not any reported hate crimes in prior years as Worcester VA is new to UMass Chan Medical School as of November 2024.

Annual Fire Safety Report

The federal Higher Education Opportunity Act of 2008 includes provisions known as the Campus Fire Safety Right-to-Know Act. These provisions require colleges and universities that have on-campus residence housing to report fire safety information to the U.S. Department of Education, and to make annual fire safety reports available to the public and the campus community. Worcester VA does not have on-campus residence housing and therefore is not required to develop an annual fire safety report.

Security Awareness and Crime Prevention Programs

The VA Police have begun a National Program with training all new Officers in the process of Crisis Intervention and De-escalation with the assistance of Community Partners and outreach for Veterans within their communities to focus on eliminating Veteran suicide and crisis management.

We hope that you have found this information beneficial and invite your questions, concerns, and suggestions. You may visit our website: <https://www.umassmed.edu/publicsafety/>

SECTION 11: Hazing

New Federal Law on Hazing Amends Part of the Clery Act, 20 U.S.C. § 1092(f), Requiring Policy Updates and Additional Reporting Obligations from Campuses

On December 24, 2024, President Biden signed into law the Stop Campus Hazing Act (“the Act”). The bill unanimously passed both the United States Senate and the House of Representatives. The Act went into effect January 1, 2025, and requires campuses to collect and disclose statistics on hazing incidents in their Clery Act Annual Safety Report and in a new required report, the Campus Hazing Transparency Report. Failure to comply with these new reporting requirements would be a violation of the Clery Act, which could result in significant fines assessed against the campus by the U.S. Department of Education and risking the receipt of federal funds. These changes, among others, and what they mean for the campuses, are discussed in more detail below.

I. Definitions of “Hazing” and “Student Organization”

The Act defines **hazing** as any intentional, knowing, or reckless act committed by a person against a student (regardless of that student’s willingness to participate), that (1) is connected with an initiation into, an affiliation with, or the maintenance of membership in, an organization (e.g., a club, athletic team, fraternity, or sorority); and (2) causes or is likely to contribute to a substantial risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization, of physical injury, mental harm, or degradation.¹ Notably, the definition encompasses conduct that is merely affiliated with a student organization, and activities related to initiation or maintaining membership within the student organization, making this definition broader than the Massachusetts definition of hazing, which only pertains to conduct relating to initiation into a student organization.

The definition of **student organization** in the Act makes clear that it also applies to student groups that are not formally recognized by an institution, requiring campuses to report hazing incidents that occur in connection with even student groups not established or recognized by the institution. A student organization is defined in the Act as “an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.” Massachusetts’ hazing law, M.G.L. c. 269, §§ 17-19, already used this broader definition of student groups to include those not formally recognized by the institution, but campuses should mirror the new federal definition to ensure compliance.

II. Reporting Obligations

The Act also expands current Clery Act **Annual Security Report** (“ASR”) reporting requirements. In their ASRs campuses must now include hazing incidents involving both affiliated and unaffiliated student groups, as defined above, “that were reported to campus security authorities or local police agencies” and occurred within the campus’s Clery Geography.³ Campuses should continue to communicate with local police agencies about reportable incidents under the Clery Act, including hazing. To be compliant with these new ASR reporting requirements, campuses must track reports of hazing beginning January 1, 2025, for inclusion in their 2026 ASR (2025 statistics).

The Act also institutes a new form of reporting called the **Campus Hazing Transparency Report** (“CHTR”). The CHTR must summarize incidents in which a student organization established or formally recognized by the campus was found to have committed a hazing violation. While the ASR must include all reports of hazing by student organizations that are and are not established or recognized by the institution, the CHTR only requires reporting found violations by recognized or established student groups. The geographic scope of CHTR reporting is not limited to the Clery geography, like the ASR is. Thus, if a student organization recognized or established by the institution is found by the institution to have committed a hazing violation, a summary of that finding must be included in the CHTR regardless of where the misconduct occurred. The CHTR must be made publicly available on each campus’s website and must be updated at least two times per year going forward. The Act does not require campuses to publish or update a CHTR “until such institution has a finding of a hazing violation.” Therefore, campuses are not required to update the CHTR if there was no finding of a hazing violation for the period the reporting covers. In accordance with the Family Educational Rights and Privacy Act (“FERPA”), personally identifiable information must not be included in the CHTR. The biannual CHTR report must include the following information about each violation:

- the name of the student organization involved,
- a general description of the violation that resulted in a finding of responsibility, including whether the violation involved the abuse or illegal use of alcohol or drugs, the findings of the campus and any sanctions placed on the student organization by the campus, as applicable, and
- the dates on which:
 - the alleged incident was alleged to have occurred,
 - the investigation into the incident was initiated,
 - the investigation ended with a finding that a hazing violation occurred, and
 - the campus provided notice to the student organization that the incident resulted in a hazing violation.

The CHTR must be published in a “prominent location” on each campus’s website and must include links to the ASR, the campus’s hazing policy, and applicable Massachusetts law (§§ 17-19) on hazing. Finally, CHTRs must be maintained for a period of five years following publication.

III. Policy and Programming Requirements

If not already in place, campuses must publish a statement regarding the campus's current policies related to hazing, how to report incidents of hazing and the process used to investigate hazing incidents, and information on applicable Massachusetts law on hazing. Campuses should republish their policy statements once the policies have been updated. Also required by the Act is a policy statement relating to the campus's prevention and awareness programs related to hazing.

We recommend that educational, prevention, and training programs also be reviewed for compliance with the Act. Specifically, the Act requires campuses to adopt, if they do not already exist, "research-informed campus-wide prevention programs designed to reach students, staff and faculty." Examples may include bystander intervention, ethical leadership, and trainings that promote strategies for building group cohesion without hazing.

IV. Timeline for Compliance

Each campus must conduct a review and update of their hazing policies, student handbooks or codes, prevention education, and data collection efforts to ensure compliance with the Act and to incorporate the new definitions of hazing and student organizations. If necessary, the campus should coordinate with state, local, and campus police to establish an information sharing plan about hazing incident reports for inclusion in the 2026 ASR.

Below is a timeline outlining what is required for your campus to be in compliance with the Act.

- Jan. 1, 2025: Campuses must begin collecting hazing statistics to include in their 2026 ASR.
- June 30, 2025: Campuses must have required, updated hazing policies in place and published.
- July 1, 2025: Campuses must have in place a process for documenting violations of their hazing policies for use in their CHTR.
- Dec. 23, 2025: Campuses must make publicly available the CHTR, which would document any violations that occurred on or after July 1, 2025.
- Oct. 1, 2026: Campuses must include 2025 hazing statistics in their ASR for the first time.