POLICY QUICK REFERENCE: SEXUAL MISCONDUCT

WHAT IS SEXUAL MISCONDUCT?
Any unwelcome or prohibited conduct of a sexual nature that is in violation of UMMS policy

WHO IS PROTECTED AGAINST SEX DISCRIMINATION?
All faculty, postdocs, residents, staff, students, volunteers or guest(s) on campus regardless of gender

OPTIONS FOR REPORTING

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

ESSENTIAL INFORMATION TO PROVIDE IN A COMPLAINT

- Name of Complainant and name of respondent (person accused of misconduct)
- Location of incident(s)
- Description of what occurred
- What resources, assistance or accommodation provided to complainant
- Whether confidentiality was requested

CONTACT INFORMATION

<table>
<thead>
<tr>
<th>Diversity and Inclusion Office</th>
<th>Campus Safety and Police</th>
<th>Confidential Reporting</th>
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<tbody>
<tr>
<td>Title IX Officer:</td>
<td>UMASS Medical School</td>
<td>EAP</td>
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<tr>
<td>C. Greer Jordan, Ph.D.</td>
<td>Department of Public Safety (508) 856-3296</td>
<td>800-322-5327</td>
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<tr>
<td><a href="mailto:Greer.jordan@umassmed.edu">Greer.jordan@umassmed.edu</a></td>
<td>Worcester Police Department (508) 799-8466</td>
<td>Student Counseling 508-856-3220</td>
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<tr>
<td>Phone: 508.856.2179</td>
<td>Shrewsbury Police Department (508) 845-4681 (South Street Campus)</td>
<td>House Officer Student Counseling Services Phone 508-334-2149</td>
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<tr>
<td>Room S1-710</td>
<td></td>
<td>Worcester County Victims Assistance: (508) 792-0214</td>
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Director EEO & Title IX Deputy: Jesse Edwards  
Jesse.edwards@umassmed.edu  
Phone: 508.856.2179  
Room S1-710

INFORMATION & RESOURCES

See www.umassmed.edu/dio/care/ (Launching July 2015)

Revised: July 1, 2015
Office of Diversity and Inclusion: www.umassmed.edu/DIO
IMPORTANT TERMS AND DEFINITIONS

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

**Complainant (also Reporter):** The individual(s) who have experienced or witness a violation of UMMS policy

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

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

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

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

**Responsible Employee (RE):** Designed employees with the authority to redress harassment and has the duty to report harassment or other types of misconduct to appropriate officials. Reporting to an RE provides notice to the school of possible misconduct.

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

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