

# **Sexual Misconduct and Gender-Based Harassment Resource Guide**

---

## **Prevention, Campus Resources, Reporting & Resolutions**



Boston University is committed to fostering an environment free from sexual misconduct, sex- or gender-based harassment, and discrimination. The University strives for every community member to be informed and empowered. The University encourages individuals to seek help from trained University staff or community-based resources should they need to do so.



## **Contents**

I. Private University Resources .....	4
II. Confidential University Resources .....	5
III. Confidential Community Resources .....	6
IV. Medical Care .....	7
V. Reporting Options .....	8
VI. University Procedures .....	9
VII. Supportive Measures .....	10
VIII. Protective Orders .....	11
IX. The 5 Ds of Bystander Intervention .....	12
X. General Safety Tips .....	13



# Private University Resources

## Are my conversations confidential?

*A private resource is required to report any potential misconduct to the University Title IX Coordinator. They will keep your information as private as possible, only sharing it on a need-to-know basis.*

### Boston University Police Department (BUPD)

617-353-2121 | [bu.edu/police](http://bu.edu/police)

BUPD is a full-time, professional law enforcement agency that also provides a wide variety of public services, including emergency medical assistance, and responds to and investigates criminal matters. Patrols are conducted throughout the Boston University area 24 hours a day and span an area that includes over 132 acres of University-owned property and surrounding streets.

Location: 32 Harry Agganis Way

### Dean of Students

617-353-4126 | [bu.edu/dos](http://bu.edu/dos)

The Dean of Students Office employs compassionate and experienced professionals who are focused on sustaining a community where all students can thrive and reach their full potential as individuals and as scholars. During students' time at BU, they may encounter challenges — either social, personal, financial, professional, or other — that complicate that journey. The Dean of Students invites all students to utilize their caring staff to connect students with resources.

Location: 775 Commonwealth Avenue, Room 204

### Equal Opportunity Office (EOO)

617-358-1796 | [bu.edu/eoo](http://bu.edu/eoo)

The EOO works to promote and realize the University's commitment to equal opportunity and affirmative action. We strive to ensure that equal opportunity is a reality at Boston University, that our faculty, staff, and students can work and study in an environment free of unlawful harassment and discrimination, and that the University meets its obligations under federal and state laws. The EOO investigates potential policy violations by employees.

Location: 888 Commonwealth Avenue, Suite 303

### Judicial Affairs

617-358-0700 | [bu.edu/dos/ja](http://bu.edu/dos/ja)

Judicial Affairs adjudicates student conduct cases and is the primary administrator of the Code of Student Responsibilities. The Code is a body of principles consisting of the University's expectations of its students, provisions for sanctioning rule violations, and due process mechanisms. It presupposes that students will obey all local, state, and federal laws; comply with all University policies and procedures; and respect the rights of all individuals. Judicial Affairs investigates potential violations of the Sexual Misconduct Policy by students.

Location: 25 Buick Street, Suite 150

### University Title IX Coordinator

617-353-0911 | [bu.edu/eoo](http://bu.edu/eoo)

The University Title IX Coordinator is responsible for overseeing the University's response to Title IX reports and complaints as well as identifying and addressing any patterns or systemic problems revealed by such reports and complaints. The University Title IX Coordinator manages the formal and informal resolution process and can inform community members of their rights and reporting options, as well as provide on-campus and community-based resources.

University Title IX Coordinator: Jessica Nagle, [nagle@bu.edu](mailto:nagle@bu.edu).

Location: 888 Commonwealth Avenue, Suite 303

### Deputy Title IX Coordinator

Locate a Deputy at [bu.edu/eoo](http://bu.edu/eoo)

BU has designated more than 50 professional staff members as Deputy Title IX Coordinators. They are strategically placed throughout BU to serve as a local resource to community members. Deputies are trained in responding to disclosures of sexual misconduct and can provide the following information:

- Reporting options and the effects of each option
- Counseling services available on campus and through local, community-based rape crisis or domestic violence centers
- Medical and health services available on and off campus
- Available school- or work-based supportive measures related to academic and residence life, and employment
- Explain BU's disciplinary process
- Explain how the legal process is carried out through local law enforcement agencies, the right to obtain a lawful protection order, a BU No Contact Directive, and No Trespass Order.

# Confidential University Resources

---

## Are my conversations confidential?

*Confidential staff will keep conversations confidential to the fullest extent permissible by law, and are not required to disclose information to the University Title IX Coordinator. Staff may report incidents without any identifying information to the University Title IX Coordinator to help the University understand the existence and extent of the problem (Title IX) or to BUPD if the alleged behavior constitutes a crime for inclusion in the annual security report and for issuance of any required timely warning (Clery Act) if the complainant consents to the report.*

### Confidential Resource Providers (CRP)

This is a free resource for any BU community member. CRPs can provide the following information:

- The reporting options and the effects of each option
- Counseling services available on campus and through local community-based rape crisis or domestic violence centers
- Medical and health services available on and off campus
- Available school- or work-based supportive measures related to academic and residence life, and employment
- Explain BU's disciplinary process
- Provide information on how the legal process is carried out through local law enforcement agencies
- Notify the reporting party of their rights and BU's responsibilities in obtaining a criminal protection order, BU No Contact Directive, BU No Trespass Order, and other lawful orders from law enforcement or BU

**Denita Johnson | [denita@bu.edu](mailto:denita@bu.edu)**  
**Assistant Dean for Field Education**

**Sonia Mee | [smee@bu.edu](mailto:smee@bu.edu)**  
**Assistant Director, Online Programs**

### Faculty & Staff Assistance Office (FSAO)

617-353-5381 | [bu.edu/fsao](http://bu.edu/fsao)

FSAO provides free and confidential support, problem-solving, or coaching to address work and personal challenges for BU employees or their families.

### Student Health Services

617-353-3575 | [bu.edu/shs](http://bu.edu/shs)

SHS is an integrated health center that offers high-quality integrated clinical services and prevention strategies specific to our college population, and engages educational services and advocacy.

### Behavioral Medicine

617-353-3569 | [bu.edu/shs/behavioral-medicine/](http://bu.edu/shs/behavioral-medicine/)

Behavioral Medicine offers a range of mental health services to BU students to keep the BU community healthy by providing assessment, diagnosis and therapy, and psychiatry for a variety of mental health issues.

### Sexual Assault Response & Prevention Center (SARP)

617-353-7277 | [bu.edu/shs/sarp](http://bu.edu/shs/sarp)

SARP provides counseling and advocacy to students who have experienced trauma. SARP compassionately responds to survivors of trauma and prevents interpersonal violence through awareness and education.

### The Center for Psychiatric Rehabilitation

617-353-3549 | [cpr.bu.edu](http://cpr.bu.edu)

The Center for Psychiatric Rehabilitation is dedicated to improving the lives of persons who have psychiatric disabilities. The center specializes in wellness, recovery, support, and advocacy for individuals alleged to have caused harm.

### Office of the Ombuds

617-358-5960 | [bu.edu/ombuds](http://bu.edu/ombuds)

The Office of the Ombuds provides assistance in resolving problems and conflicts. It is an independent, impartial, informal, and confidential resource available to all members of the Boston University community.

# Confidential Community Resources

No Duty to Report to the University Title IX Coordinator

---

## Medical/SANE Exam

Sexual Assault Nurses are skilled in performing Sexual Assault Nurse Exams (SANE) and collecting evidence from patients who may have experienced a sexual assault. A SANE must be given within 5 days or 120 hours of the assault. A SANE can address pregnancy, HIV, and related concerns. SANEs are free and performed at no cost in Massachusetts.

- Beth Israel Deaconess Medical Center  
617-667-8141 | [bidmc.org/centers-and-departments/social-work/center-for-violence-prevention-and-recovery/sexual-assault](https://bidmc.org/centers-and-departments/social-work/center-for-violence-prevention-and-recovery/sexual-assault)
- Boston Medical Center  
617-638-8000 | [bmc.org](https://bmc.org)
- To locate a SANE nurse, visit the Boston Region Designated Hospitals website at: <https://www.mass.gov/ma-sexual-assault-nurse-examiner-sane-program>.

## Sexual Violence

- Boston Area Rape Crisis Center (BARCC)  
800-841-8371 | [barcc.org](https://barcc.org)
- National Sexual Assault Hotline  
800-656-4673
- RAINN  
800-656-HOPE | [rainn.org](https://rainn.org)
- Casa MYRNA: SAFELink Domestic Violence Hotline  
877-785-2020 | [casamyrna.org/get-support/safelink/](https://casamyrna.org/get-support/safelink/)
- BMC Domestic Violence Program  
617-414-5457 | [bmc.org/programs/domestic-violence-program](https://bmc.org/programs/domestic-violence-program)
- National Domestic Violence Hotline  
800-799-7233 | [thehotline.org](https://thehotline.org)
- Network LA ReD | LGBTQ Domestic Violence Hotline  
800-832-1901 | [tnlr.org](https://tnlr.org)
- Asian Task Force Against Domestic Violence  
617-338-2355 | [atask.org](https://atask.org)
- Saheli (South Asian and Arab women)  
866-472-4354 | [saheliboston.org](https://saheliboston.org)

## Legal Services/Advocacy

- Victim Rights Law Center  
617-399-6720 | [victimrights.org](https://victimrights.org)

## International Resource

- No More Global Directory | Violence & Sexual Assault  
[nomoredirectory.org](https://nomoredirectory.org)





# Medical Care



Community members can access medical care through BU's Student Health Services or off campus. Boston-area hospitals provide care for violence-related injuries and can conduct forensic evidence collection called a Sexual Assault Nurse Examination (SANE). A SANE is recommended to screen for and prevent sexually transmitted infections, diseases, and pregnancy exposure.

- A SANE must be given **within 5 days or 120 hours** of the assault.
- If you suspect you were given any type of drug, you should seek medical care **within hours or days** to be able to obtain laboratory diagnostics.
- Emergency contraception to prevent pregnancy must be given **within 72 hours**.
- HIV emergency post-exposure prophylaxis (PEP) should be started as soon as possible for maximum effectiveness and must be started **within 72 hours** of the potential exposure.
- To locate a SANE nurse, visit the Boston Region Designated Hospitals website at: [mass.gov/ma-sexual-assault-nurse-examiner-sane-program](http://mass.gov/ma-sexual-assault-nurse-examiner-sane-program).

## **Quick Tips**

- Try not to bathe. Keep clothing on, or store clothing in linens (not a plastic bag).
- The hospital will keep the clothes as evidence. If you have changed clothes, bring the ones you were wearing during the incident to the hospital. Typically, the hospital staff will call the police to the hospital to take custody of the forensic kit. The individual can choose whether they wish to speak with the police or file a criminal complaint.
- Write down any details about the incident (who, what, where, and when.)
- Save any social media posts or electronic conversations (e.g., Snaps, Facebook Messenger, WhatsApp, TikToks, text messages, etc.), written communication, audio or video recordings, photos, receipts, call logs, or any other relevant information.

## ***Ask for Support; No Community Member is Alone***

SARP provides support and accompaniment to students going to the emergency room. Call SARP's 24-hour/7 days a week crisis response at 617-353-SARP (7277). After 5:00 pm or on a weekend/holiday, callers will receive a message saying they have reached SARP; the office is closed, listen for a pause followed by instructions to press 1 to leave a non-urgent voicemail or 2 to speak with the Crisis Counselor on call.

Boston Area Rape Crisis Center (BARCC) provides support and accompaniment to employees or students. Individuals can access support by calling the hotline at 800-841-8371.

# Reporting Options

---

Boston University encourages individuals to become informed about University policies and procedures to make the best choice for them. The University understands how difficult reporting can be and has trained staff ready to respond to disclosures in a kind and empathetic manner.

The University encourages all incidents of Sexual Misconduct to be reported as promptly as possible to enable the University to provide support as soon as possible and prevent further acts of misconduct.

## **Option 1 - Contact Law Enforcement**

Individuals may report to BUPD or the law enforcement located where the alleged conduct occurred. By choosing to report sexual misconduct to the police, individuals are not required to proceed with the case. They can change their mind at any time. The statute of limitations on rape in Massachusetts is 15 years.

## **Option 2 - Report to the University**

Individuals may choose to report to the University Title IX Coordinator or their designee. Upon notice of an incident, the University has three potential responses.

### **1. Supportive Measures**

- Individualized services are meant to restore or preserve access to the University, protect students and employees, or deter sexual harassment.
- Services are provided before and after filing a formal complaint or when no formal complaint is filed to preserve or restore access to BU's living, learning, or working environment.

### **2. Formal Process**

- The University will investigate the allegation and adjudicate the allegation using the evidentiary standard by the preponderance of the evidence.

### **3. Informal Process**

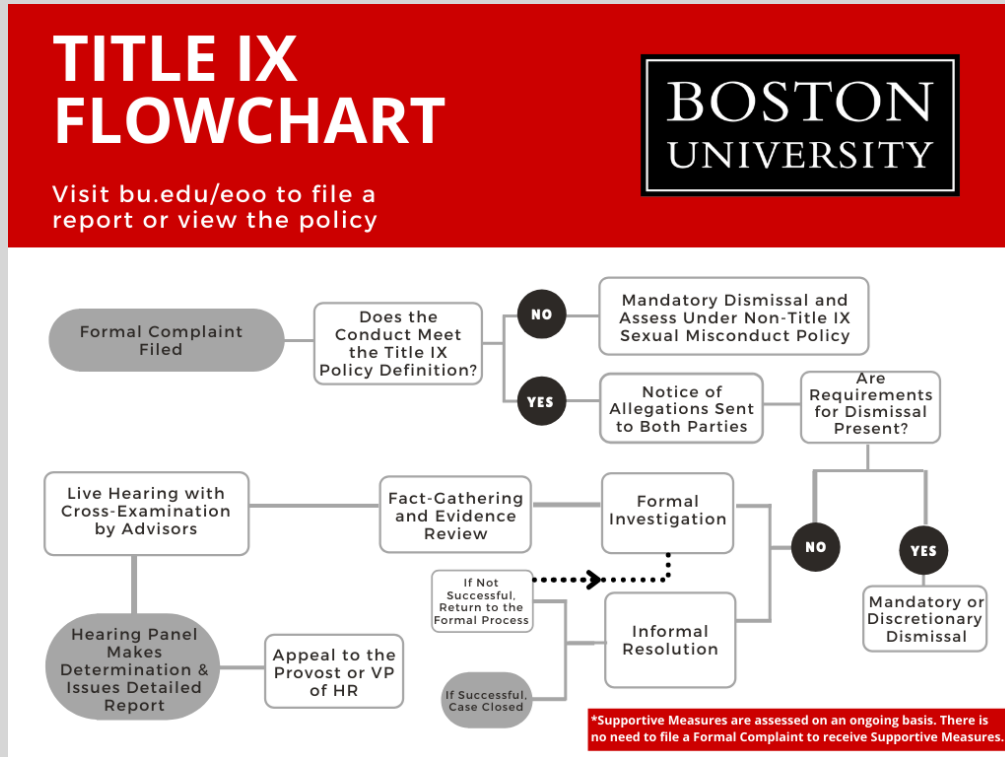
- Individuals may agree to resolve concerns with the assistance of a neutral facilitator (except in cases involving allegations of Title IX Sexual Misconduct by a student against a University employee or sexual violence).

**\*Requests for Confidentiality/Participation:** A community member who wishes to file a formal complaint cannot remain anonymous or prevent their identity from being disclosed to the respondent. If a complainant wishes to remain anonymous or does not want to participate in the investigation process, the University Title IX Coordinator may determine that it is necessary to initiate an investigation and adjudication process with the information provided but without the involvement of the complainant to protect the educational community or to ensure that the University is not deliberately indifferent to sexual misconduct of which it has actual knowledge.

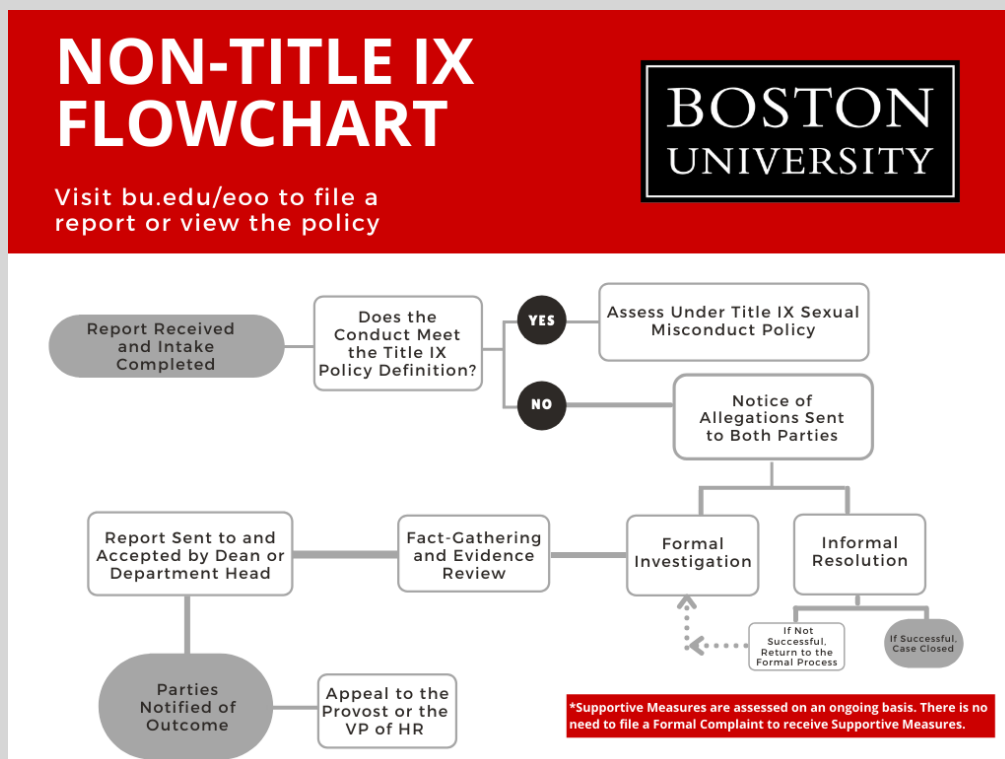


# University Procedures

The University will determine the appropriate procedure based on the allegation. For conduct that may constitute Title IX Sexual Misconduct, upon receiving a signed Formal Complaint, the University will issue a Notice of Investigation & Allegation, investigate the allegation, and a hearing panel will determine the outcome.



For conduct that may constitute Non-Title IX Sexual Misconduct, the University will issue a Notice of Investigation & Allegation, investigate the allegation, and the investigator will determine the outcome.



# Supportive Measures

---

Supportive measures are individualized services meant to restore or preserve access to the University, protect students and employees, or deter sexual misconduct. Upon notice of alleged misconduct, the University Title IX Coordinator or designee will assess whether the University can offer and implement appropriate and reasonable supportive measures to community members participating in the University's learning, living, or working environment. There is no need to file a complaint to receive Supportive Measures.

Supportive Measures may include:

- Referral to University counseling, medical, and advocacy services
- Referral to community-based service providers for counseling, medical and services
- Visa and immigration assistance
- Student financial aid counseling
- Education to the community, community subgroup(s), and opportunities for voluntary individual education
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Providing transportation accommodations
- Implementing No Contact Directives between the parties (prohibiting contact or communication)
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Class schedule modifications, withdrawals, or leaves of absence
- Resources on how to obtain a protective order issued under state or federal law
- No Trespass Order (issued by BU Police)
- Any other actions deemed appropriate by the University Title IX Coordinator or designee.

\*Violations of University Directives will be referred to the appropriate student or employee conduct processes for enforcement, resulting in discipline or administrative action. Violations of Lawful Protective Orders will result in criminal consequences and University sanctions, up to and including expulsion or termination.



## Court-Issued Protective Orders

*All community members are encouraged to protect themselves from abuse.*

- An Abuse Prevention Order (209A) is a restraining order that can be filed against relatives or those involved in current or former intimate partnerships. An abuse prevention order is limited to someone with whom you have a specific type of relationship (family, intimate, residential). More information can be obtained here: [mass.gov/abuse-prevention-orders-for-plaintiffs](https://mass.gov/abuse-prevention-orders-for-plaintiffs).
- A Harassment Prevention Order (258E) may be filed against anyone else considered to be a threat, whether they are known to the Plaintiff or are a stranger. A harassment order protects victims of harassment, stalking, or sexual assault, no matter what their relationship with the person causing the harm might be.

Violating a Court-Issued Protective Order is a criminal offense. Only a judge can grant, change, or deny a request.

### ***Need to Learn More?***

BUPD can provide information and answer any questions. Call BUPD at 617-358-2121.

### ***Obtained an Order?***

Call BUPD to provide a copy of the Court Order. BUPD needs notice of the order to help keep the individual and the community safe. BUPD will keep any information shared as private as possible. BUPD will conduct individualized safety planning.





## **Boston University Provides Ongoing Evidence-Based Research Programming and Initiative Awareness Events**

***Have you ever called out racism? Intervened when someone was being bullied? Stopped a friend from drinking too much? Walked a friend home to make sure they were safe?***

The University trains all community members on how to prevent violence and promote safety, including bystander intervention awareness and other prevention programs intended to prevent dating violence, domestic violence, sexual assault, and stalking. The University believes in teaching all community members skills to intervene to end public harassment by becoming active bystanders. The bystander intervention training teaches people that with a little creativity and kindness, they can positively impact a negative situation. Individuals learn skills to deescalate public harassment. These skills are known as the 5 Ds:

- Direct—step in and intervene directly
- Delay—check in with the person who was targeted after the fact
- Distract—take attention away from the situation
- Document—record events in case the targeted person would like to use them as evidence
- Delegate—tell someone with authority, such as a professor or a supervisor, about the situation so they can use their position to intervene

## **The 5 Ds**

**DIRECT**

**DELAY**

**DISTRACT**

**DOCUMENT**

**DELEGATE**



## General Safety Tips

### Reduce Risk or Harm

- Program BUPD's number (617-353-2121) into your phone
- Walk in lighted areas, lock your doors
- Plan your transportation before traveling using BU's Mobile App, Terrier Transit
- Follow rideshare safety protocols by always confirming the license plate, make/model, have the driver confirm your name, and sit in the backseat.
- Have your keys and phone accessible
- Use Scarlet Safewalk, 617-353-4877 between the hours of 9 pm and Midnight (Charles River Campus)
- Plan and have an exit strategy
- Be mindful of power dynamics
- Travel as a group or discuss your plan ahead of time
- Limit alcohol or substances to stay alert to your surroundings
- Enforce your personal and/or professional boundaries
- Establish healthy relationships with others
- Discuss our boundaries
- Ask or call for help

**You have the right to access BU's living, learning, and working environment free from discrimination & harassment**