Policy on Rights and Responsibilities Under Title IX

I. Purpose and Scope

Northeastern University is committed to providing equal opportunity to its students and employees, and to eliminating discrimination when it occurs. In furtherance of this commitment, Northeastern University strictly prohibits discrimination or harassment on the basis of race, color, religion, religious creed, genetic information, sex, gender identity, sexual orientation, age, national origin, ancestry, veteran or disability status.

This policy articulates how the University will respond to reported allegations of sexual harassment involving students, including sexual assault, and provides a consolidated statement of the rights and responsibilities under University policies and Title IX, as amended by the Violence Against Women Reauthorization Act of 2013. Title IX is a federal law that prohibits discrimination based on gender, which includes sexual harassment and sexual assault. The policy describes how areas within the University will coordinate the provision of interim remedies and the prompt and effective investigation of allegations of Prohibited Offenses.

This policy applies to all members of the University community, including students and prospective students, employees and prospective employees, faculty, staff and volunteers in connection with University activities. It further applies to on- or off-campus behavior involving students.

II. Definitions

Except as otherwise defined below, terms used in this Policy shall have the meanings set forth in the Code of Student Conduct or the Office of Institutional Diversity and Inclusion Grievance Procedures, as applicable.
Victim\(^1\) means a person who files a complaint, or about whom a report is filed, which alleges that she or he was a victim of a Prohibited Offense.

Case Manager means a designated University employee who has received training on Title IX procedures, interim remedies available after a report of a Prohibited Offense, and resources available on- and off-campus.

Prohibited Offenses means those offense described in Section III(A) of this policy.

III. Policy

A. Prohibited Offenses

Northeastern University strictly prohibits sexual harassment, including but not limited to sexual assault, sexual misconduct, domestic violence, dating violence and stalking.

B. Reporting of Prohibited Offenses

Victims of Prohibited Offenses are strongly encouraged to report them. Any person may report allegations of or information relating to an occurrence of a Prohibited Offense to any of the following offices: the Northeastern University Police Department (“NUPD”); the Office for Institutional Diversity and Inclusion (“OIDI”); the Office for Student Conduct and Conflict Resolution (“OSCCR”); University Health and Counseling Services (“UHCS”); the Office of the Dean of Students and/or the Office for Residential Life (“ResLife”). Faculty\(^2\) and staff\(^3\) with information relating to an occurrence of a Prohibited Offense must immediately report such information to OIDI or NUPD.

Upon receipt of such information, any of the above-listed offices will immediately report such information to NUPD or OIDI, which will promptly convene a meeting of the standing Title IX Coordinating Committee to determine an appropriate course of action.

C. Case Management

Each report of Sexual Assault will be assigned a Case Manager at the earliest practicable time. The Case Manager will facilitate access to resources and interim remedies and serve as the point of contact for any questions about rights and available resources.

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\(^1\) Consistent with the terminology utilized in the Violence Against Women Reauthorization Act of 2013, the University has chosen to use the word “Victim” in this policy. However, the University recognizes that not all persons who have experienced a sexual assault or other forms of sexual harassment identify with the word “Victim” and may choose other terms, such as survivor, or no term at all.

\(^2\) For the purposes of this policy, faculty also includes graduate assistants, teaching assistants and research assistants.

\(^3\) For the purposes of this policy, staff also includes student-employees in ResLife, UHCS, New Student Programs, NUPD, Athletics and the N.U.in Program.
D. **Assistance by Law Enforcement**

Victims are strongly encouraged to report all allegations of Sexual Assault to NUPD as soon as possible, regardless of where the offense took place, whether or not the offender is known to the Victim. If the Victim chooses, NUPD will assist the Victim in notifying the appropriate off-campus law enforcement authorities.

E. **Interim Remedies**

Consistent with the Notices attached hereto as Exhibits A and B, students will be informed of and promptly provided access to the following interim remedies:

- options for on- and/or off-campus medical, counseling and other related services;
- if any party resides in University housing, options for alternate housing arrangements, including immediate relocation to different University housing;
- options for altering academic class schedules/obligations;
- options for altering student organization schedules/obligations;
- options for alternative transportation;
- options for seeking assistance from local law enforcement;
- options for receiving a University no-contact order; and
- options for seeking a judicial no-contact, restraining and/or protective order.

The interim remedies described above are also available to student witnesses, respondents and/or charged parties.

F. **Standard of Review, Procedure, and Sanctions**

The University utilizes a “preponderance of the evidence” standard in the adjudication of all complaints of Prohibited Offenses within a University process.

University community members found responsible for a Prohibited Offense may be subject to disciplinary action in accordance with applicable University policy, whether or not criminal charges are filed by the Victim. Both the Victim and the respondent and/or charged party are entitled to the same opportunities to present information and witnesses, consistent with applicable University procedures, and both are informed simultaneously in-writing of the outcome.
A student found responsible for Sexual Assault will be subject to disciplinary action up to and including expulsion from the University. An employee found responsible for sexual harassment in violation of Title IX will be subject to disciplinary action up to and including termination.

G. **Student Conduct Hearings**

All Student Conduct Board members who hear Sexual Assault complaints will receive training that includes the university’s responsibilities under Title IX.

H. **Confidentiality**

To the extent permitted by law, the University will keep confidential records pertaining to a report of Sexual Assault and the University’s investigation thereof. Such information may be shared to the extent necessary for the University to perform its legal obligations, including investigation of reports of Sexual Assault under Title IX.

I. **Training and Education**

The University offers ongoing education to students and employees to promote awareness of Prohibited Offenses. Such education will include definitions of the Prohibited Offenses and consent; best practices for risk reduction and safe and positive bystander intervention; and information concerning rights under Title IX, as described in this policy.

IV. **Additional Information**

The University will not tolerate retaliation against any person who in good faith makes a report of a Prohibited Offense. Any person who retaliates directly or indirectly against a Victim, witness, person reporting a Prohibited Offense, a respondent and/or charged party or any person involved in the investigation of a Prohibited Offense will be subject to discipline, up to and including termination (if an employee) or expulsion (if a student).

V. **Contact Information**

Northeastern University Police Department at:
- Emergency Line: (617) 373-3333
- Non-emergency line: (617) 373-2121

Office of Institutional Diversity and Inclusion (OIDI) at (617) 373-2133, 125 Richards Hall
[http://www.northeastern.edu/diversity](http://www.northeastern.edu/diversity)

Title IX Coordinator, (617) 373-5290, 125 Richards Hall
Office of Student Conduct and Conflict Resolution at (617) 373-4390
http://www.northeastern.edu/osccr/

University Health and Counseling Services at (617) 373-2772
http://www.northeastern.edu/uhcs/counseling/index.html

Office for Residential Life at (617) 373-2814
http://www.northeastern.edu/reslife/

Office of the Dean of Students at (617) 373-5628