

UMassAmherst

The Commonwealth's Flagship Campus

Thursday, July 2, 2015

To the Campus Community

Having an informed campus that understands reporting responsibilities and available campus resources is critical to creating a culture of caring and compassion in support of our academic community. To this end, please take time to review the information presented in both this email and this website:

https://www.umass.edu/studentlife/sexual-misconduct/title_IX/what-to-do

The Sexual Harassment Policy and Procedures and the Code of Student Conduct describe what sexual harassment is and explain the process in place for handling sexual harassment and sexual assault complaints. They also include information for prevention of sexual assaults, domestic violence, dating violence and stalking, and identify the federal and state agencies that address sexual harassment.

Below this message, please find a link to the Student Affairs and Campus Life Title IX website containing Title IX Comprehensive Resources, and information related to the Sexual Harassment Policy and Procedures for the university. This site also includes a link to the Code of Student Conduct.

Please note the following highlights and changes for this year:

1. The definition of possible Title IX offenses has been clarified for a shared understanding consistent with the Violence Against Women Reauthorization Act. See "Notice of Mandatory Incorporation of VAWA Definitions" on the website for complete information. This information is supplemental to definitions outlined in the Sexual Harassment Policy and Procedures and the Code of Student Conduct.
2. The website also includes a resource sheet, "Sexual and Relationship Violence Resource Guide." This resource sheet provides important information that should be shared with anyone who is an alleged victim/survivor of a Title IX violation.
3. If you would like our office to conduct a training/workshop on the prevention of sexual harassment/sexual assault please contact (413) 545-3464 or eod@admin.umass.edu

Reporting Obligations: Under federal law, all faculty, staff and graduate employees who are made aware of a possible incident of sexual harassment, sexual assault, or any other kind of sexual misconduct, as defined in "Notice of Mandatory Incorporation of VAWA Definitions" have the following reporting obligation:

- If the accused is a student, the purported incident must be reported to Patricia Cardoso, Deputy Title IX Coordinator, Dean of Students Office (DOSO): 227 Whitmore Administration Building, telephone (413)545-2684 or email at pcardoso@stuaf.umass.edu

- If the accused is an employee, the purported incident must be reported to Kelly Burgess, Deputy Title IX Coordinator, Office of Equal Opportunity and Diversity (EOD): 243 Lederle GRC Lowrise, telephone (413) 545-3464 or email at kellyb@admin.umass.edu

Faculty and staff are not confidential reporters and cannot guarantee confidentiality to anyone reporting a Title IX issue. If a student or employee asks to discuss something in confidence, faculty and staff must state they may not be able to maintain confidentiality. Faculty and staff may respond in this manner, “While I’m not a confidential source, I respect your privacy rights and will work with the campus Title IX coordinator and other resource areas to provide support.”

If a student or employee chooses to not continue the conversation, faculty and staff should urge the individual to contact the Dean of Students Office, Office of Equal Opportunity and Diversity, UMass Police Department (UMPD), the Center for Women and Community (CWC), or Center for Counseling and Psychological Health (CCPH). As indicated in the university’s “Sexual and Relationship Violence Resource Guide,” CWC and CCPH are permitted to maintain confidentiality, as is UMPD.

Faculty and staff should report the Title IX matter to the appropriate office. In order to protect individuals’ rights, including privacy and due process, faculty and staff may not investigate the alleged incident.

Failure to report an alleged incident is considered a serious federal violation and carries consequences. More importantly, failing to report deprives the campus community of valuable information and impedes victims/survivors from accessing clear routes to grievances and resources.

Once reported, the appropriate office, the DOSO or EOD, will contact the alleged victim/survivor to learn more about the incident, and offer resources and support.

Please review the “Sexual Harassment Policy and Procedures,” “The Notice of Mandatory Incorporation of VAWA Definitions,” the “Sexual and Relationship Violence Resource Guide” and the Code of Student Conduct at:

http://www.umass.edu/studentlife/sexual-misconduct/title_IX/what-to-do

As the Title IX Coordinator for the campus, any member of the university community may contact me directly to report or file a complaint. I will keep the information private and will only contact additional individual(s) who are needed to address the incident. You can contact me at (413) 545-3464 or by email at eod@admin.umass.edu.

Thank you for your attention concerning these important issues.

Débora D. Ferreira, Title IX Coordinator
Executive Director Office of Equal Opportunity and Diversity