Comprehensive Resources to Address Sexual Harassment, Sexual Assault, Relationship Violence and Stalking

How to Get Support and How to Report Assaults involving Students:

Who Should report: Any employee or contractor who becomes aware of a potential incident of sexual assault, sexual harassment, relationship violence, stalking or other assault or harassment involving a student at the University of Massachusetts Amherst – either as victim or perpetrator – on or off campus, must promptly report the incident(s). This is subject to exceptions that can apply to law enforcement personnel, licensed clinicians, certified rape crisis or domestic violence counselors, or clergy.

Who to Report to: Employees or Contractors should immediately report the matter to:

- Your supervisor (who should promptly report to the Dean of Students Office) or report directly to the Dean of Students Office

What will Happen: The Dean of Students Office will undertake all such investigations, as appropriate under the circumstances and take every precaution to ensure privacy. Cases involving students as alleged perpetrators will be handled by the Dean of Students Office.

How to Help: Encourage the victim/survivor to get support. The Center for Women & Community provides crisis intervention; advocacy and assistance in getting medical attention for victims/survivors of all genders. The Center for Counseling and Psychological Health provides mental health crisis counseling. Both services are available 24 hours a day, seven days a week. Victim/Survivors can also contact the University of Massachusetts Police Department (UMPD) and/or the Dean of Students Office. You can let the victim/survivor know that Dean of Students Office will reach out to them.

What Not to Do: Do not attempt to investigate the matter.

How to Get Support and How to Report Assaults Involving Employees or Contractors:

Who Should report: Any employee or contractor who becomes aware of a potential incident of sexual assault, sexual harassment, relationship violence, stalking or other assault or harassment involving faculty or staff at the University of Massachusetts Amherst – either as victim or perpetrator – on or off campus must promptly report the incident(s). This is subject to exceptions that can apply to law enforcement personnel, licensed clinicians, certified rape crisis or domestic violence counselors, or clergy.

Who to Report to: Employees or Contractors should immediately report to:

- Your supervisor (who should promptly report to Equal Opportunity and Diversity (EO&D)) or report directly to EO&D.
What will Happen: The Office of Equal Opportunity and Diversity will undertake all such investigations, as appropriate under the circumstances and take every precaution to ensure privacy. Cases involving non-students as alleged perpetrators will be handled by the Office of Equal Opportunity and Diversity.

How to Help: Encourage the victim/survivor to get support. The Center for Women &Community provides crisis intervention; advocacy and assistance in getting medical attention for victims/survivors of all genders. The Center for Counseling and Psychological Health provides mental health crisis counseling. Both services are available 24 hours a day, seven days a week. Victim/Survivors can also contact the University of Massachusetts Police Department (UMPD) and/or the Office of Equal Opportunity and Diversity. You can let the victim/survivor know that the Office of Equal Opportunity and Diversity will reach out to them.

What Not to Do: Do not attempt to investigate the matter.

UMass Amherst Resources for Sexual Harassment, Sexual Assault, Relationship Violence and Stalking:

The Office of Equal Opportunity and Diversity (EO&D)
The Executive Director, Débora D. Ferreira, for the Office of Equal Opportunity and Diversity (EO&D), is the Title IX Coordinator for the University. Matters dealing with Sexual Harassment, Sexual Assault, Relationship Violence and Stalking can be reported to EO&D. In accordance with the Sexual Harassment Policy and Procedures, EO&D provides both formal and informal means of resolving sexual harassment, (including sexual violence) complaints, which are either between employees or a student filing against an employee. Cases in which a student files against another student are handled through the Dean of Students Office. Additionally, EO&D provides training to raise awareness through understanding and identifying behaviors that may be considered sexual harassment/sexual violence.

243 Lederle GRC Lowrise
740 North Pleasant Street
Phone: (413) 545-3464
Email: eod@admin.umass.edu
Web: www.umass.edu/eod

The Center for Women and Community (formerly known as Everywoman’s Center)
The Center for Women and Community is a free CONFIDENTIAL resource for people of all gender identities and expressions. The Center provides free, confidential crisis services, counseling and support groups for victim/survivors of sexual and relationship violence and stalking including 24/7 phone support, peer counseling, and assistance with: working with the Dean’s Office to request resources and/or to use the student conduct process, talking to the police, courts, getting health care or going to the hospital. Services are also available to community members, other Five College students, staff and faculty.

24 Hour Sexual Assault Crisis and Information Hotline: (413) 545.0800 TTY: 413-577-0940
Main phone number: (413) 545-0883
Email: ewcmail@admin.umass.edu
http://www.umass.edu/ewc/
180 Infirmary Way
New Africa House

**UMass Amherst Police Department**
The UMass Police Department serves as a resource for reporting and criminal investigation of incidents of sexual violence/harassment, relationship violence and stalking. Additionally, the UMass Police Department provides prevention services such as Rape Aggression Defense courses, a night time escort service and other awareness raising and preventative information.

Emergency Phone: 911  
Non-emergency phone: (413) 545-2121  
585 East Pleasant Street  
Web: http://www.umass.edu/umpd/

**The Dean of Students Office**
The Dean of Students Office can assist victims/survivors in changing class schedule, moving to a different residence hall, talking with professors, withdrawing from classes etc, as related to sexual and relationship violence. Victims/survivors do not have to file a formal complaint under the student code of conduct to request these resources. The Office also provides investigative and disciplinary processes for incidents of student against student sexual violence/harassment, stalking, relationship violence and stalking, in accordance with the Code of Student Conduct.

227 Whitmore Administration Building  
Phone: (413) 545-2684  
Email: doso@stuaf.umass.edu  
Web: http://www.umass.edu/dean_students/

**University Health Services (UHS)**
UHS is a designated SANE (Sexual Assault Nurse Examiner) site, providing CONFIDENTIAL, free, compassionate services for male, female, and transgender survivors. 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.

150 Infirmary Way  
Phone: (413) 577-5000  
Web: http://www.umass.edu/uhs/

**Center for Counseling and Psychological Health (CCPH)**
CCPH provides CONFIDENTIAL supportive mental health services to survivors of sexual violence and harassment, as well as general mental health concerns. Services include: crisis intervention; short-term therapy for individuals, couples and families; support and therapy groups; behavioral medicine; psychiatric services; an eating disorders clinic; assessments for attention deficit/hyperactivity and learning disabilities; suicide prevention training; and consultation and education.

318 Berkshire House  
Phone: (413) 545-0333  
Web: www.umass.edu/uhs/counseling

**Residential Life**
Residential Life offers a residential experience that supports students’ learning, personal growth, and academic achievement. We foster inclusive communities, create social and educational opportunities, and provide safe and well-maintained residence halls. Residential Life staff provides resources to survivors of sexual violence and harassment, including connecting students to other offices on campus, and facilitating room assignment changes or temporary moves. The Residence Director (RD) or the on-call Residence Director can talk with survivors about options, support and campus services navigation. In some cases the RD on-call can also arrange for a temporary move on campus.

210 Berkshire House  
Phone: (413) 545-1964  
Web: www.housing.umass.edu

**Athletic Department**

The Department of Athletics provides a comprehensive, challenging, professionally-managed intercollegiate athletics program that encourages student-athletes to achieve their highest academic, athletic and personal aspirations. Programs sponsored by the University adhere to the highest standards of integrity and ethics. The Department promotes principles of good sportsmanship, honesty and fiscal responsibility in compliance with university, state, NCAA, and conference regulations. The Department promotes and supports the University's comprehensive commitment to diversity and equity, providing equitable opportunity for all students and staff including women and minorities.

201 Boyden Building  
Phone: (413) 577-0244  
Email: jseguin@admin.umass.edu  
Web: www.umassathletics.com

**Other Campus Resources:**

**Complaint Handlers**

Department Heads and Chairs, Managers, Directors, Deans, Vice Chancellor and all administrators with line authority are designated complaint handlers. They receive sexual harassment complaints, offer information about options, resolve informal complaints, report complaints to EO&D and do appropriate follow-up to ensure non-retaliation. Every semester EO&D provides complaint handler training through Workplace Learning and Development. For more information about the training contact www.umass.edu/wld

**Support and Referral Contacts**

The Office of Equal Opportunity & Diversity maintains a current list of support and referral contacts that offer information about options for confronting sexual harassment, make referrals, do follow-up and provide support during the complaint resolution process. For information about the list contact www.umass.edu/eod

**Ombuds Office**

The Ombuds Office is available to all members of the University community to help resolve University-related conflicts impartially and without judging, rewarding, or punishing parties. Depending on the problem, the Ombuds Office informally mediates disputes, facilitates
communication, explores claims of unfair treatment or erroneous procedure, listens, advises, and makes recommendations.

Catherine Porter, Ombudsperson  
823 Campus Center  
Phone: (413)545-0867  
Web:  www.umass.edu/ombuds

Faculty & Staff Assistance Program (FSAP)  
The Faculty & Staff Assistance Program is a free, CONFIDENTIAL service offering counseling, information, consultation and referrals for UMass Amherst faculty and staff. The FSAP helps resolve work-related and personal concerns through confidential assessment, counseling, consultation and referrals.

Tim Scott, M.S.W., L.I.C.S.W., Director  
University Health Services, 150 Infirmary Way  
Phone: (413) 545-0350  
Web:  www.umass.edu/uhs/services/fsap

Collective Bargaining Units  
If you are an employee represented by a collective bargaining unit, you should also contact the appropriate office for advice and assistance:

American Federation of State, County, and Municipal Employees (AFSCME), Council 93, Local 1776, AFL/CIO – For service/maintenance and skilled craft personnel, (413) 545-2831;  
Graduate Employee Organization (GEO), Local 2322, UAW – for teaching assistants, research assistants, and graduate students with similar assignments, (413) 545-0705;  
New England Police Benevolent Association (NEPBA) – For police officers, (413) 545-2121;  
International Brotherhood of Police Officers (IBPO-B) – For police sergeants, (413) 545-2121;  
The Massachusetts Society of Professors/Faculty Staff Union (MSP) – For faculty members and librarians, (413) 545-2206;  
Professional Staff Union Massachusetts Teachers Association (PSU/MTA) for non-faculty professional personnel, (413) 545-4509;  
Resident Assistant (RA) Union, Local 2322, UAW – for Resident Assistants, (413) 577-2629;  
United Auto Workers (Postdocs) – For Post-Doctoral Research Associates and Senior Post-Doctoral Research Associates; and  
University Staff Association, an Affiliate of the Massachusetts Teachers Association/NEA (USA/MTA/NEA) – For secretarial/clerical and technical/paraprofessional personnel; (413) 545-0165

Student Legal Services Office  
The Student Legal Services Office provides CONFIDENTIAL advice, counsel, referrals and community legal education for students.

Charles J. DiMare, Directing Attorney  
922 Campus Center  
Phone: (413) 545-1995  
Web: http://umassslso.org/

External Agencies:
Safe Passage Domestic Violence Program
Safe Passage provides free 24/7 phone crisis intervention, counseling, safety planning, advocacy, shelter, outreach and legal support for victims of domestic violence. The program has specialized services for survivors with disabilities, children, Latina survivors and immigrant women. Services are available to anyone who has experienced domestic violence, regardless of gender, gender identity, or sexual orientation.

24 hr Hotline: (413) 586-5066 or (888) 345-5282 (toll-free)
Web: http://www.safepass.org/

Northwestern District Attorney’s Office
The Domestic Violence and Sexual Assault Unit works closely with police departments, courts and social service agencies to address the serious problem of domestic violence and sexual assault through prosecution of the offenders and the development of strategies for prevention and intervention for the victims.

Hampshire County Office
One Gleason Plaza
Northampton, MA 01060
Phone: (413) 586-9225
Fax: (413) 584-3635
Web: http://northwesternda.org/

Office for Civil Rights (OCR)/U.S. Department of Education
The OCR monitors: 1) Title IX, which specifies prohibitions against discrimination on the basis of sex in educational programs; 2) the Rehabilitation Act of 1973, which prohibits discrimination based on handicap in areas related to employment, program accessibility, and student programs. Anyone who has a complaint relating to sex discrimination or discrimination based on personal impairment may contact:

U.S. Department of Education
Office for Civil Rights
5 Post Office Square, 8th Floor/Suite 900
Boston, MA 02109-3921
Telephone: (617) 289-0111
TTY: (800) 877-8339

Massachusetts Commission Against Discrimination (MCAD)
Under Chapter 151B, Massachusetts General Laws Annotated, it is unlawful to discriminate against a person(s) on the basis of race, color, religion, creed, national origin or ancestry, handicapping condition, veteran status, or sexual orientation. The MCAD, a state agency, monitors discrimination in the areas of housing, employment, loans, and educational opportunities. Any person claiming to be aggrieved by an alleged unlawful practice may file a complaint with this agency. The offices to contact are:

Springfield Office:
Massachusetts Commission Against Discrimination
436 Dwight Street, Suite 220
Springfield, MA 01103
What is Title IX and why is it important?
The University has always prioritized its efforts to combat sexual harassment and sexual violence by providing both proactive and reactive resources to ameliorate the devastating effects on victim/survivors and on our Campus Community as a whole. Additionally, the University has created the Title IX Coordination Team to further evaluate, coordinate and address sexual harassment and sexual violence on our campus.

The Title IX Coordination Team, is comprised of the Office of Equal Opportunity and Diversity, the Center for Women and Community, Department of Athletics, the Dean of Students Office, Center for Counseling and Psychological Health, Residential Life, International Programs, Center for Student Development and the UMass Amherst Police Department, it meets weekly to look at specific incidences of sexual harassment and sexual violence and to assure resources and responses are holistically coordinated across the University. Additionally, the Coordination Team ensures that Title IX education and training is provided on campus. For any questions or to report a Title IX matter you can contact the Title IX Coordination Team at (413) 545-3464 or eod@admin.umass.edu

Members of the UMASS Amherst Title IX Team:

The Office of Equal Opportunity and Diversity (EO&D)
The Executive Director, Débora D. Ferreira, Title IX Coordinator for the University.
Office of Equal Opportunity and Diversity (EO&D)
Phone: (413) 545-3464
Email: eod@admin.umass.edu

The Center for Women and Community (formerly known as Everywoman’s Center) (Confidential)
Becky Lockwood, Associate Director, Counseling and Rape Crisis Services
24 Hour Sexual Assault Crisis Hotline: (413) 545.0800 TTY: 413-577-0940
Main phone number: (413) 545.0883
Email: ewcmail@admin.umass.edu

UMass Amherst Police Department
Tom O’Donnell, Lieutenant
Non-emergency phone: (413) 545-2121
Email: todonnell@admin.umass.edu
Web: http://www.umass.edu/umpd/
Dean of Students Office
Enku Gelaye, Vice Chancellor for Student Affairs/Dean of Students
Patricia Cardoso, Assistant Dean of Student Conduct
Phone: (413) 545-2684
Email: doso@stuaf.umass.edu
Web: http://www.umass.edu/dean_students/

Center for Counseling and Psychological Health (CCPH) (Confidential)
Patricia Barrows, Coordinator of Practicum and post-Doctoral Training Programs, Staff Psychologist
Phone: (413) 545-0333
Web: www.umass.edu/uhs/counseling

Residential Life
Jean Ahlstrand MacKimmie, Director of Residence Education
William Elum, Assistant Director of Residence Education for Community Standards
Phone: (413) 545-1964
Web: www.housing.umass.edu

Athletic Department
Jaime Seguin, Executive Associate Athletic Director
Phone: 413-577-0244
Email: jseguin@admin.umass.edu
Web: www.umassathletics.com

Center for Student Development
Erin Donnally Drake, Director of Student Activities and Involvement
Phone: (413) 545-5176
Email: donnally@umass.edu
Web: www.umass.edu/studentlife/involved

International Programs
Kalpen Trivedi, Director for Education Abroad
Phone: (413) 545-5181
Email: ktrivedi@ipo.umass.edu
Web: www.umass.edu/ipo

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