To the Campus Community,

The university is committed to creating a culture of care and compassion in support of our academic community, and I am writing today with important information concerning our efforts to foster a safe and fair environment for all members of the campus.

The **UMass Amherst Policy against Discrimination, Harassment and Related Interpersonal Violence** has been revised and approved. The University is in the process of updating the corresponding procedures. The U.S. Department of Education recently proposed changes to Title IX regulations that are currently being reviewed. The Title IX Coordinators in the system are participating in a collective process to submit comments on behalf of the University of Massachusetts. We will keep you informed concerning any possible implications for the UMass Amherst community.

The Office for Civil Rights (OCR) of the U.S. Department of Education enforces Title IX and it is important that members of our campus community understand related reporting responsibilities and available resources.

Title IX of the Education Amendments of 1972 is a federal civil rights law that prohibits discrimination on the basis of sex in any education program or activity that receives federal funding. Under Title IX, discrimination on the basis of sex can include sexual harassment, rape, and sexual assault. I encourage you to review the [Title IX at UMass Amherst](#) website, which provides relevant information specific to our campus on a range of related topics:

- **Reporting**
- **Diversity and Title IX**
- **Laws and Mandates**
- **Resources**
- **What to Do If You or Someone You Know Has Experienced Sexual Assault or Sexual Misconduct at UMass Amherst**

I would also like to use this opportunity to review and clarify reporting obligations. At UMass Amherst, it has been determined that “responsible employees” include:

- Faculty with administrative or supervisory responsibilities (deans and associate deans, heads and chairs, graduate and undergraduate program directors; faculty athletic representatives and directors of centers and institutes);
- Campus police officers (but, see exception noted below);
- All staff that are academic advisors;
- All coaches and trainers;
- All advisors to Registered Student Organizations, intramural sports, and other student groups;
- All supervising travel external to the university and any contractors doing the same;
- All personnel in Student Affairs with the exception of confidential employees; and
- Staff in managerial and supervisory roles.

**Exception for public safety personnel:** Although campus police officers are designated as Responsible Employees, if a student or employee reporting sexual assault or domestic
violence requests confidentiality, the campus police officer must not disclose the name of the reporting party to the Title IX Coordinator.

Responsible employees have the following reporting obligations:

- If the incident involves a student, the purported incident must be reported to Dean of Students Office (DOSO): 227 Whitmore Administration Building, telephone (413) 545-2684 or use the “Request Assistance” online Reporting form

- If the incident involves an employee, the purported incident must be reported to the Equal Opportunity Office (EO): 225 Bartlett Hall, telephone (413) 545-3464 or email at equalopportunity@admin.umass.edu

A “confidential employee” is one who, because of their position, may not reveal an individual’s identity or other related information, to anyone, including the Title IX Coordinator, without permission from the individual. Staff who work in the following areas are confidential employees and can be contacted directly by any member of the campus community concerning a purported incident:

The Center for Counseling and Psychological Health  
The Center for Women and Community  
University Health Services  
Faculty and Staff Assistance Program  
Student Legal Services

If you have any questions or concerns, please feel free to contact me at (413) 545-3464 or at equalopportunity@admin.umass.edu.

Thank you for your ongoing support as we work to create a caring and compassionate academic community.

Sincerely,

Débora Ferreira  
Title IX Coordinator  
Executive Director for EO