

Title IX 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 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 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 and are confidential resources. Victim/Survivors can also contact the University of Massachusetts Police Department (UMPD) which is also confidential 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 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 should immediately report to:

- Your supervisor (who should promptly report to the Equal Opportunity Office (EO)) or report directly to EO.

What will Happen: The Equal Opportunity Office 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 Equal Opportunity 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 and are confidential resources. Victim/Survivors can also contact the University of Massachusetts Police Department (UMPD) which is also confidential and/or the Equal Opportunity Office. You can let the victim/survivor know that the Equal Opportunity Office 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

Equal Opportunity Office (EO)

The Executive Director, Débora D. Ferreira, for the Equal Opportunity Office (EO), is the Title IX Coordinator for the University. Matters dealing with Sexual Harassment, Sexual Assault, Relationship Violence and Stalking can be reported to EO. In accordance with the Sexual Harassment Policy and Procedures, EO 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. When a claim is investigated, EO can assist with putting interim measures in place. Additionally, EO provides training to raise awareness through understanding and identifying behaviors that may be considered sexual harassment/sexual violence.

225 Bartlett Hall
Phone: (413) 545-3464
Email: EqualOpportunity@admin.umass.edu
Web: www.umass.edu/EqualOpportunity

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, 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: www.umass.edu/dean_students

UMass Amherst Police Department

The UMass Police Department serves as a **CONFIDENTIAL** 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: www.umass.edu/umpd

The Center for Women and Community

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
Web: www.umass.edu/ewc
180 Infirmary Way
New Africa House

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 TTY: (413) 545-5905
Web: 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.

101 Middlesex House
Phone: (413) 545-2337
Web: www.umass.edu/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.

211 Berkshire House
Phone: (413) 545-6923
Web: www.umass.edu/living

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.

20 Boyden Building
Phone: (413) 545-2866
Email: jbsmith@admin.umass.edu
Web: www.umassathletics.com

Other Campus Resources

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.

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.

219 Hampshire House
Phone: (413) 545-0350
Web: www.umass.edu/humres/faculty-and-staff-assistance-program

Student Legal Services Office

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

922 Campus Center
Phone: (413) 545-1995
Web: www.umass.edu/slso

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) 545-0705;
- **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

External Agencies

Safe Passage Domestic Violence Program

Safe Passage is a **CONFIDENTIAL** resource that 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: 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: 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
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, Room 220
Springfield, MA 01103
(413) 739-2145

Boston Office:

Massachusetts Commission Against Discrimination
One Ashburton Place, Suite 601
Boston, MA 02108
(617) 994-6000
TTY (617) 994-6196

UMass Amherst Title IX Coordination Team

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 Equal Opportunity Office, Center for Women and Community, Department of Athletics, Dean of Students Office, Center for Counseling and Psychological Health, University Health Services, Residential Life, International Programs, Student Activities and Involvement, UMass Amherst Police Department, Faculty and Staff Assistance Program, and Provost's Office; 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 EqualOpportunity@admin.umass.edu

Members of the UMASS Amherst Title IX Team

Equal Opportunity Office (EO)

Débora D. Ferreira, Executive Director and Title IX Coordinator for the University

Kelly A. Burgess, Assistant Director, serves as a deputy Title IX Coordinator for EO

Phone: (413) 545-3464

Email: EqualOpportunity@admin.umass.edu

Web: www.umass.edu/EqualOpportunity

Dean of Students Office

Patricia Cardoso-Erase, Associate Dean for Conduct and Compliance

Phone: (413) 545-2684

Email: pcardoso@umass.edu

Web: www.umass.edu/dean_students

UMass Amherst Police Department (Confidential)

Brian Henault, Lieutenant

Non-emergency phone: (413) 545-2121

Email: brianh@admin.umass.edu

Web: www.umass.edu/umpd

Residential Life

Jean Ahlstrand MacKimmie, Director of Residence Education

William Elum, Assistant Director of Residence Education for Community Standards

Phone: (413) 545-6923; (413) 577-7374

Email: jmackimmie@umass.edu; welum@umass.edu

Web: www.uass.edu/living

Athletic Department

Jeff Smith, Sr. Associate AD – Sport Administration and Internal Operations

Phone: (413) 687-7886

Email: jbsmith@admin.umass.edu

Web: www.umassathletics.com

Student Activities and Involvement

Michael Wiseman, Director of Fraternities and Sororities Program

Phone: (413) 545-3600

Email: michaeldwiseman@umass.edu

Web: www.umass.edu/studentlife/get-involved/sai

International Programs Office

Kalpen Trivedi, Associate Provost for International Program

Andrea Campbell Drake, Director for International Health, Safety, and Security

Phone: (413) 545-4986; (413) 545-4350

Email: ktrivedi@ipo.umass.edu; andreadrake@ipo.umass.edu

Web: www.umass.edu/ipo

The Center for Women and Community (formerly known as Everywoman's Center) (Confidential)

Becky Lockwood, Associate Director, Rape Crisis/Violence Prevention

24 Hour Sexual Assault Crisis Hotline: (413) 545-0800 TTY: (413) 577-0940

Main phone number: (413) 545-0883

Email: rlockwood@umass.edu

Web: www.umass.edu/cwc

Center for Counseling and Psychological Health (CCPH) (Confidential)

Jessi Bond, Associate Director, Operations

Phone: (413) 545-2337

Email: jsbond@uhs.umass.edu

Web: www.umass.edu/counseling

University Health Services (Confidential)

George Corey, Executive Director for University Health Services & Medical Director

Phone: (413) 577-5020

Email: gcorey@uhs.umass.edu

Web: www.umass.edu/uhs

Provost's Office

Michael Eagen, Associate Provost for Academic Personnel

Phone: (413) 545-6221

Email: meagen@umass.edu

Web: www.umass.edu/provost

Faculty and Staff Assistance Program

Corey Albert Griffin, Director for Faculty and Staff Assistance Program

Phone: (413) 545-0350

Email: cag@umass.edu

Web: www.umass.edu/humres/faculty-and-staff-assistance-program

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