

# **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 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 and are confidential resources. Victim/Survivors can also contact the University of Massachusetts Police Department (UMPD) which is also confidential 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. When a claim is investigated, EO&D can assist with putting interim measures in place. 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](mailto:eod@admin.umass.edu)  
Web: [www.umass.edu/eod](http://www.umass.edu/eod)

#### **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](mailto:doso@stuaf.umass.edu)  
Web: [www.umass.edu/dean\\_students](http://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](http://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](mailto:ewcmail@admin.umass.edu)

Web: [www.umass.edu/ewc](http://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

Web: [www.umass.edu/uhs](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.

127 Hills North

Phone: (413) 545-2337

Web: [www.umass.edu/counseling](http://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.

210 Berkshire House

Phone: (413) 545-1964

Web: [www.housing.umass.edu](http://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.

20 Boyden Building

Phone: (413) 545-2866

Email: [jbsmith@admin.umass.edu](mailto:jbsmith@admin.umass.edu)

Web: [www.umassathletics.com](http://www.umassathletics.com)

## **Other Campus Resources**

### **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](http://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.

823 Campus Center

Phone: (413)545-0867

Web: [www.umass.edu/ombuds](http://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.

University Health Services, 150 Infirmary Way

Phone: (413) 545-0350

Web: [www.umass.edu/uhs/services/fsap](http://www.umass.edu/uhs/services/fsap)

### **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/rso/slso](http://www.umass.edu/rso/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) 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

### **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](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: 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, 8<sup>th</sup> 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  
(413) 739-2145

#### Boston Office:

Massachusetts Commission Against Discrimination  
One Ashburton Place, Room 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 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, University Health Services, 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](mailto:eod@admin.umass.edu)

## **Members of the UMASS Amherst Title IX Team**

### **The Office of Equal Opportunity and Diversity (EO&D)**

**Déborá 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&D  
Office of Equal Opportunity and Diversity (EO&D)

Phone: (413) 545-3464

Email: [eod@admin.umass.edu](mailto:eod@admin.umass.edu)

### **Dean of Students Office**

Patricia Cardoso, Assistant Dean of Student Conduct

Phone: (413) 545-2684

Email: [pcardoso@stuaf.umass.edu](mailto:pcardoso@stuaf.umass.edu)

Web: [www.umass.edu/dean\\_students](http://www.umass.edu/dean_students)

### **UMass Amherst Police Department (Confidential)**

Brian Henault, Lieutenant

Non-emergency phone: (413) 545-2121

Email: [brianh@admin.umass.edu](mailto:brianh@admin.umass.edu)

Web: [www.umass.edu/umpd](http://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) 545-1964

Email: [jamackimmie@umass.edu](mailto:jmackimmie@umass.edu); [welum@umass.edu](mailto:welum@umass.edu)

Web: [www.housing.umass.edu](http://www.housing.umass.edu)

**Athletic Department**

Jeff Smith, Associate AD for Sports Medicine

Phone: (413) 545-2866

Email: [jbsmith@admin.umass.edu](mailto:jbsmith@admin.umass.edu)

Web: [www.umassathletics.com](http://www.umassathletics.com)

**Student Activities and Involvement**

Michael Wiseman, Director, Office of Fraternities and Sororities

Phone: (413) 545-3600

Email: [michaeldwiseman@umass.edu](mailto:michaeldwiseman@umass.edu)

Web: [www.umass.edu/studentlife/involved](http://www.umass.edu/studentlife/involved)

**International Programs**

Kalpen Trivedi, Director for Education Abroad

Phone: (413) 545-5181

Email: [ktrivedi@ipo.umass.edu](mailto:ktrivedi@ipo.umass.edu)

Web: [www.umass.edu/ipo](http://www.umass.edu/ipo)

**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: [rlockwood@umass.edu](mailto:rlockwood@umass.edu)

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

Jessi Bond, Psychiatric Social Worker for University Health Services

Phone: (413) 545-2337

Email: [jsbond@uhs.umass.edu](mailto:jsbond@uhs.umass.edu)

Web: [www.umass.edu/counseling](http://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](mailto:gcorey@uhs.umass.edu)

Web: [www.umass.edu/uhs](http://www.umass.edu/uhs)

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