

# CURRY COLLEGE SAFETY AND SECURITY REPORT 2016

## THE COLLEGE

Curry College is a four-year, residential, private, liberal arts-based, coeducational, degree-granting institution offering undergraduate, graduate and continuing education programs; founded in 1879 by Anna Baright Curry and Samuel Silas Curry as the School of Elocution and Expression; focused on helping students understand their unique abilities, talents and interests as they seek and achieve excellence, and successfully take their place in the world.

## LOCATION

Milton, Massachusetts: a small community of nearly 27,000 within the Greater Boston metro; beautiful 131 acre, wooded New England residential campus just seven miles from downtown Boston, known as the “ultimate college town” and serving approximately 2,500 students; near shuttle-to-subway route and major historic sites, legendary sports venues, shops, restaurants, orchestras, entertainment, cultural events, art galleries and museums; close to Blue Hills Nature Reservation with skiing and hiking trails, horseback riding, environmental education and recreation.

## CURRY COLLEGE MAP – MILTON CAMPUS



# **BUILDING LOCATIONS & CATEGORIES – MILTON CAMPUS**

## **ON CAMPUS BUILDINGS**

### **Academic**

Academic and Performance Center (AAPC)  
Gertrude M. Webb Learning Center (PAL)  
Hafer Academic Center  
Kennedy Academic Building  
Levin Library  
Science Building  
Radio Station

### **Administrative**

55 Atherton - King Building  
65 Atherton  
79 Atherton  
Admissions  
Alumni House  
Alumni Recreation Center  
Buildings and Grounds  
Cottage  
Curry Early Childhood Center  
Faculty Office Building  
Miller Field House  
President's Office  
Public Safety Front Gate  
Public Safety Office  
Student Center

### **Residence Halls & Houses**

156 House  
874 Brush Hill Road  
886 Brush Hill Road  
Alexander Graham Bell Hall  
Brown House  
Grey House  
Green House  
Lombard Hall  
Main House  
Mayflower Hall  
Milton Hall  
North Campus Residence Hall  
North Hall  
Rose Hall  
Scholars Hall  
South Campus Residence Hall  
State House  
Suites Residence Hall  
White House

## **NON-CAMPUS PROPERTIES**

923 Brush Hill Rd  
940 Brush Hill Rd - Health Clinic  
956 Brush Hill Rd - President's House  
1016 Brush Hill Rd  
20 North Park Ave, Plymouth, MA  
Ulin Ice Rink

## **PLYMOUTH CAMPUS**

The Curry College Plymouth campus is located at 20 North Park Avenue in the Town of Plymouth, MA, 02360, which is approximately 38 miles south of our Milton campus. The building is owned by PMC Realty Trust of 29 Samoset Street, Plymouth, Ma 02360 and is leased to Curry College. The Building also shares space with Citizens Bank, Bayada Nurses, and ReMax which have separate entrances and exits. The Curry College section of the building consists of three exits clearly marked and is secured by key access.

## **ACADEMIC PROGRAMS (MILTON)**

Twenty-five undergraduate majors and over 60 minors and concentrations, with pre-professional preparation; four graduate programs in business administration, criminal justice, education, nursing; variety of continuing education offerings.

## **DEGREES AND CERTIFICATES**

Undergraduate: Bachelor of Arts (B.A.), Bachelor of Science (B.S.)

Graduate: Master of Arts in Criminal Justice (M.A.C.J.); Master of Business Administration (M.B.A.); Master of Education (M.Ed.); Master of Science in Nursing (M.S.N.).

Continuing education and graduate certificate programs.

## **ENROLLMENT**

Over 2,000 full-time, traditional undergraduates, approximately 1,400 continuing education and over 300 graduate students, with 75% percent of traditional undergraduates living on campus.

## **FACULTY**

483 full and part-time faculty members with a primary focus on teaching; approximately 82 percent hold a Ph.D. or the terminal degree in their field; student/faculty ratio of 10:1.

## **ACADEMIC PROGRAMS (PLYMOUTH)**

The Plymouth campus offers six undergraduate bachelor's degree programs, one undergraduate certificate, and four graduate degree programs as well as corporate education.

## **ENROLLMENT AND FACULTY**

The campus has approximately 550 students, 50 faculty members, four full-time and two part-time staff members. The Plymouth campus is non-residential. Some of the Plymouth campus students attend classes at our main Milton campus as well.

## **CURRY COLLEGE SAFETY AND SECURITY INFORMATION**

Curry College is committed to ensuring a safe and secure community where students, faculty, and staff may experience academic, professional, and personal success. To achieve this goal, the Department of Public Safety provides a comprehensive program of police, security, crime prevention, fire safety, emergency medical, parking, and related public safety services to help ensure the College community remains a safe and pleasant place to live, work, and learn. To further meet this objective, the Department of Public Safety works toward the establishment of a partnership with students, staff, and faculty in the development of crime prevention, security assessment, response and education. This partnership is the foundation of maintaining an environment which encourages mutual respect, caring, and safety for the campus community.

## **CRIME AWARENESS AND CAMPUS SECURITY ACT**

In 1990, Congress passed the Student Right-to-Know and Campus Security Act. This law requires colleges and universities to report specific incidents of campus crime as well as policies and procedures for safety and security on campus. In 1998, the Act was amended to require the reporting of crimes committed on off-campus property owned by colleges and universities and public property adjacent to the campus.

This report is prepared in cooperation with many campus departments, including, Public Safety, the Dean of Students Office, Student Conduct, and Residence Life and Housing, as well as local law enforcement agencies surrounding our Milton and Plymouth campuses. Each entity provides updated information on their educational efforts and programs to comply with the Act. Campus crime, arrest and referral statistics include those reported to Public Safety, designated campus officials in areas including but not limited to Student Conduct, Residence Life and Housing (professional staff and resident assistants), athletic coaches, and local law enforcement agencies.

Each year, an e-mail notification is sent to all enrolled students, faculty, and staff that provide the website link to access this report. Copies of the report may also be obtained at the Department of Public Safety located in the Mayflower Parking Lot or by calling (617) 333-2232. All prospective employees may obtain a copy from Human Resources in the King

Academic Building or by calling (617) 333-2263. Prospective students may obtain a copy from the Office of Admissions or by calling (617) 333-2210.

## **REPORTING OF CRIMES AND EMERGENCIES**

### **How to Report a Crime**

To report a crime or emergency, contact the Department of Public Safety at 617-333-2222 or from any college telephone X2222. All calls are received at the Public Safety Dispatch Center, which is staffed twenty-four hours a day by Public Safety Officers. Emergency telephones, which are identified by an emergency sign, are located at the entrance to each residence hall as well as at numerous additional locations throughout the campus. An emergency button on each telephone, when pushed, will automatically ring in the Public Safety Dispatch Center. The Curry College community is also encouraged to call 911 or the Milton Police at 617-698-3800 to report a crime or emergency. In addition, you may initiate a report with your Community Director or any staff person in Residence Life.

At our Plymouth campus, all members of the community should call 911 to report a crime or emergency. This will connect the caller to the Plymouth Police and will initiate the dispatch of Police, Fire, or Ambulance as needed. Plymouth Police are the first responders for all crimes and emergencies at our Plymouth campus and the primary contact for investigations and crimes reported. Staff at the Plymouth campus and the Plymouth Police Department notify Curry College's Department of Public Safety of any crimes reported or committed on the Plymouth campus, in order to share important information and statistical data.

The faculty, staff, and students of the Plymouth campus community are subscribed to Curry College's Emergency Alert System for Emergency Notifications and Timely Warnings, and are made aware of our outgoing Emergency Alert telephone line (617-333-2075). A copy of the Curry College Emergency Management Guide is posted at various locations throughout the Plymouth campus.

The Department of Public Safety strongly encourages the reporting of all criminal activity in a timely fashion to facilitate an immediate response and to investigate and identify the perpetrators. Any suspicious activity or person seen in the parking lots or loitering around vehicles, inside buildings, or around residence halls should be reported to the Department of Public Safety.

Additionally, if assistance is required from the Milton Police or the Milton Fire Department, the Department of Public Safety will contact the appropriate unit.

### **Timely Warnings**

In the event that a situation arises, on or off campus, that, in the judgment of the Chief of the Department of Public Safety and the Vice President for Student Affairs and Dean of Students, or their designees, constitutes an ongoing or continuing threat, a campus wide "timely warning" will be issued. The warning will be issued to students, faculty and staff via the Blackboard Connect 5 messaging system which delivers messages through the college email and subscribed phone and text numbers. Depending on the particular circumstances of the crime, especially in all situations that could pose an immediate

threat to the community and individuals, the Department of Public Safety and Residence Life may also post a notice on the College's intranet portal myCurry and/or the College's website at [www.curry.edu](http://www.curry.edu), providing the college community with additional information. Anyone with information warranting a timely warning should report the circumstances to the Curry College Department of Public Safety by telephone at 617-333-2222, in person at the Public Safety Office at the front gate of the Milton campus, or in the Mayflower parking lot of the Milton campus.

### **Confidential Reporting Procedures**

The College recognizes that an individual who has been the victim of a crime may desire confidentiality and may request that the College not investigate or pursue resolution of a report. In such cases, the individual may be asked to put his or her request in writing and the College will maintain confidentiality to the extent permitted by law and other safety considerations. However, the College may determine that it must investigate and pursue resolution of a report, and take whatever measures it deems necessary in response to a report of a crime in order to protect the rights, interests and personal safety of the College community.

As a result of the negotiated rulemaking process which followed the signing into law of the 1998 amendments to 20 U.S.C. Section 1092 (f), clarification was given to those considered to be campus security authorities. Campus "Pastoral Counselors" and Campus "Professional Counselors," when acting as such are not considered to be a campus security authority and are not required to report crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, they are encouraged; if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

Counselors are defined as:

*Pastoral Counselor:* An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

*Professional Counselor:* An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community and who is functioning within the scope of his or her license or certification.

Students, faculty and staff can also contact the anonymous tip line at 617-333-2159, which is monitored by the Chief of the Department of Public Safety.

### **ACCESS TO CAMPUS FACILITIES**

Most campus facilities, other than student residence halls, are accessible to members of the campus community, their guests, and invited visitors during the day, at night, and on weekends, depending on scheduled events and the time of the year.

### **ACCESS TO RESIDENCE FACILITIES**

The College's policy is that all exterior doors to student residence halls are to remain locked 24 hours a day. An electronic computerized card access system or key will allow

access through exterior doors. Cards are issued to resident students and are programmed to allow access into the residence halls. In addition, certain personnel, including designated staff members from Buildings and Grounds, Public Safety, and Student Affairs, may have access to the residence halls. Students are encouraged to report all missing and lost cards as soon as possible to the Department of Public Safety. All reported missing and lost cards are removed from the card access system and replacement cards are issued. All overnight guests of students must register with the Residence Life Department.

## **NON-RESIDENTIAL FACILITIES**

Campus buildings and grounds are patrolled 24 hours a day by Public Safety Officers. All academic buildings are secured in the evenings after the last class and opened for special events or activities, and administrative buildings secured at the close of business. Meetings are held including Buildings and Grounds staff and Public Safety officers to review security issues on a weekly basis.

## **FIRE SAFETY**

### **Maintenance and Security of Campus Facilities**

The College is committed to campus safety and security. A Safety Committee reviews all employee injuries and reports of hazards, and makes recommendations to the College's administration for corrective action. The Public Safety and Buildings & Grounds departments conduct a weekly check of campus lighting. Public Safety Officers are required to identify and report any possible safety hazards and lighting problems during their regular patrols and report their findings to the appropriate authorities.

### **Annual Fire Safety Report**

All residence halls on campus are equipped with fire alarms that ring into the main Public Safety office as well as with the Milton Fire Department. All on-campus calls to 911 go directly to the Milton Police Department as well as the Public Safety office at the front gate. All Public Safety personnel are trained and participate in campus fire safety procedures which are conducted at least annually. On-call Buildings & Grounds personnel may be contacted to respond to any maintenance emergency. Contact can be made through the Public Safety Department.

### **Health and Safety Inspections**

The Office of Residence Life and Housing will conduct monthly safety inspections throughout the year in the Residence Halls. The inspections are designed to find and eliminate safety violations, and include, but are not limited to, a visual examination of electrical cords, sprinkler heads, smoke detectors, fire extinguishers and other life safety systems. The rooms are examined for prohibited items, including, but not limited to, sources of open flames, such as candles; non-surge protected extension cords; halogen lamps; certain prohibited portable electrical appliances, such as toaster ovens, or prohibited activity, such as, smoking in the room or tampering with life safety equipment.

### **Procedures to Follow in the Event of a Fire**

In the event of a fire or when a fire alarm sounds, the College expects that all campus community members will evacuate the building immediately. Students and employees receive training to contact Public Safety and may also dial 911. Staff members inform evacuated students and/or staff of designated areas to stand, when circumstances warrant. Evacuated students and/or staff are to remain in these locations until someone from Public Safety or Residence Life and Housing permits them to re-enter.

Per federal law, Curry College is required to annually disclose statistical data on all fires that occur in on-campus student housing facilities. Listed below are the **non-emergency** numbers to call to report fires that have already been extinguished in on-campus student housing. These are fires for which it is unclear whether the Department of Public Safety may already be aware.

Curry College Department of Public Safety (617) 333-2222  
Residence Life and Housing (617) 333-2252

When calling, helpful information includes the location, date, time and cause of the fire.

### **Fire Safety and Education Programs**

Students living and employees involved in on-campus housing are required to attend mandatory meetings for their residence hall floor at the beginning of the semester. During these meetings, training is provided on fire safety, including the information on prohibited items and evacuation policies and procedures.

## Residential Halls Fire Statistics and Log

<b>Residence Halls</b>	<b>Total Fires 2013</b>	<b>Total Fires 2014</b>	<b>Total Fires 2015</b>	<b>Date of Fire</b>	<b>Time of Fire</b>	<b>Nature of Fire</b>	<b>Number of Injuries</b>	<b>Number of Deaths</b>	<b>Value of Damaged Property</b>
156 House	0	0	0	0	0	0	0	0	0
874 Brush Hill Road	0	0	0	0	0	0	0	0	0
886 Brush Hill Road	1	0	0	10/21/13	11:30am	Electrical	0	0	9,000.00
Alexander Graham Bell Hall	0	0	0	0	0	0	0	0	0
Brown House	0	0	0	0	0	0	0	0	0
Grey House	0	0	0	0	0	0	0	0	0
Green House	0	0	0	0	0	0	0	0	0
Lombard Hall	0	0	0	0	0	0	0	0	0
Main House	0	0	0	0	0	0	0	0	0
Mayflower Hall	0	0	0	0	0	0	0	0	0
Milton Hall	0	0	0	0	0	0	0	0	0
NCRH	0	0	0	0	0	0	0	0	0
North Hall	0	0	0	0	0	0	0	0	0
Rose Hall	0	0	0	0	0	0	0	0	0
Scholars Hall	0	0	0	0	0	0	0	0	0
SCRH	0	0	0	0	0	0	0	0	0
State House	0	0	0	0	0	0	0	0	0
Suites	0	0	0	0	0	0	0	0	0
White House	0	0	0	0	0	0	0	0	0

## Residential Halls Fire Suppression Systems

<u>Residence Halls</u>	Fire Alarm Monitoring Done by CCPS	Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans/Placards	# of Fire Drills Each Year
156 House	Yes	Yes	Yes	Yes	Yes	1
874 Brush Hill Road	Yes	Yes	Yes	Yes	Yes	1
886 Brush Hill Road	Yes	Yes	Yes	Yes	Yes	1
Alexander Graham Bell Hall	Yes	Yes	Yes	Yes	Yes	1
Brown House	Yes	Yes	Yes	Yes	Yes	1
Grey House	Yes	Yes	Yes	Yes	Yes	1
Green House	Yes	Yes	Yes	Yes	Yes	1
Lombard Hall	Yes	Yes	Yes	Yes	Yes	1
Main House	Yes	Yes	Yes	Yes	Yes	1
Mayflower Hall	Yes	Yes	Yes	Yes	Yes	1
Milton Hall	Yes	Yes	Yes	Yes	Yes	1
NCRH	Yes	Yes	Yes	Yes	Yes	1
North Hall	Yes	Yes	Yes	Yes	Yes	1
Rose Hall	Yes	Yes	Yes	Yes	Yes	1
Scholars Hall	Yes	Yes	Yes	Yes	Yes	1
SCRH	Yes	Yes	Yes	Yes	Yes	1
State House	Yes	Yes	Yes	Yes	Yes	1
Suites	Yes	Yes	Yes	Yes	Yes	1
White House	Yes	Yes	Yes	Yes	Yes	1

## LAW ENFORCEMENT AUTHORITY AND INTERAGENCY RELATIONSHIPS

Certain members of the Public Safety Department are Special State Police Officers (SSPOs) in accordance with the provisions of Chapter 22C, section 63 of the Massachusetts General Laws and have full law enforcement authority in and upon all property owned, occupied, or used by the College. All officers receive annual, in-service training in First Aid, CPR, and updates to relevant laws. Many officers also receive specialized training in conducting sexual assault investigations, crime prevention, RAD (Rape Aggression Defense) training, awareness and identification of hate crimes and domestic violence, as well as active shooter response. The Department of Public Safety maintains a close working relationship with the Milton Police Department, and also works with the Massachusetts State Police, Norfolk County District Attorney's Office, and Federal law enforcement agencies. There is a written memorandum of understanding between the Public Safety Department and the Milton Police Department.

## **SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS**

The Department of Public Safety places particular emphasis on security awareness and crime prevention. A primary vehicle for accomplishing this goal is the College's comprehensive security awareness and crime prevention program. This program is based upon dual concepts of eliminating or minimizing criminal opportunities whenever possible and encouraging students and staff to be responsible for their own safety/security and the security of others. The following is a listing of the security awareness and crime prevention programs and projects offered by Curry College:

### **New Student Orientation Security Awareness and violence response presentation**

A security awareness and violence response presentation is given to new First-Year and transfer students at the beginning of the academic year, which includes response to potential active shooter situations. Security is also discussed at the opening day panel presentation for parents and new students. Security awareness and crime prevention presentations are also provided throughout the year in select academic classes and for athletic teams and residential students and resident assistants.

### **Staff and Faculty violence response workshop**

The College provides staff and faculty a two-hour emergency preparedness workshop on response to potential active shooter situations. The workshop includes an education phase, a scenario phase and a debriefing.

### **Escort Programs**

Public Safety will provide escort service for students from one end of the Milton campus to another. Students are instructed to first use the Curry College shuttle system during hours of operation. Once the shuttle service has ended, a student should call the Department of Public Safety at 617-333-2222 for an escort, or may also contact the Department of Public Safety by using the campus emergency call boxes. The Department of Public Safety will make every effort to respond to the location in a timely manner; however, an escort response may be delayed in the event that the Department of Public Safety is responding to an emergency on campus.

### **Community Desk Attendants**

Community Desk Attendants are on duty at 11 residence halls on Thursday, Friday, and Saturday from 7 p.m. until 3 a.m. in the following residence halls: 886 Brush Hill Rd., North Campus Residence Hall, Scholars Hall, Mayflower Hall, State House, Lombard Hall, North Hall, Grey House, South Campus Residence Hall, Suites Hall, and Milton Hall. During these times, all students and college visitors must show either a Curry College I.D. or valid photo I.D. to the Community Desk Attendant. Crime prevention and security awareness programs accompanied by literature and other printed material are offered in residence halls on a regular basis. Security presentations are given by Public Safety and Student Conduct staff, along with members of leadership from Residence Life and Housing and the Dean of Students Office, to Resident Assistants and Community Directors (RAs & CDs) each year in August, at a training workshop.

### **Emergency Telephones**

A network of blue, labeled exterior phones is located in designated parking areas and near residence halls throughout the campus for on-campus calls and emergencies. All of these phones have a direct dial emergency button which quickly connects the caller to our

Public Safety Office. The extension number identifying the campus location from which they call is being made is displayed to the dispatcher for easy identification. These phones are tested regularly for functionality.

## Emergency Telephone Map



## Emergency and Other Safety Related Communications

Curry College has developed comprehensive emergency communication protocols and systems to inform the campus community about emergency situations and other matters related to safety and security on campus.

There are three categories of emergency and other safety related notifications used at the College, which include Emergency Notifications and Timely Warnings as distinguished by the *Clery Act* and outlined below. The College may also choose to communicate with the campus community in certain situations when not required by the *Clery Act*. These are categorized below as Community Notifications.

An emergency event that is currently occurring on or imminently threatening the campus warrants an *Emergency Notification*. Emergency Notification procedures are initiated immediately upon confirmation that a significant emergency or dangerous situation exists involving an immediate threat to the health or safety of students or employees.

A *Timely Warning* is necessary when certain crimes, as defined in the *Clery Act*, have already occurred but represent an ongoing threat. A Timely Warning is issued as soon as the pertinent information is available.

A Community Notification may be issued in situations in which there is no immediate or ongoing threat, but the seriousness of the event might warrant informing the campus community. Such notifications may be considered safety and policy reminders or opportunities to offer outreach and provide resources.

Curry College has installed a SIREN system on the Milton campus, which is intended to alert the community during a catastrophic event. The SIREN system may be activated, if appropriate, as part of an emergency notification. It is not utilized for Timely Warnings or Community Notifications.

The College uses Blackboard Connect as the primary tool for its mass notifications. Connect allows the College to distribute emergency and other safety related communications, such as weather alerts, via email, voice message, and/or text message as appropriate depending on the category of notification and the nature of the situation. For example, Emergency Notifications and Timely Warnings typically utilize all channels of the Connect system, while Community Notifications may utilize email only and weather alerts might utilize text only. The notification may include the type of emergency, location, and information regarding any necessary precautions that must be taken, if appropriate, including evacuations. Faculty, staff, and students are automatically enrolled into this notification system through their Curry email accounts and are provided with the option to enroll additional personal email accounts and/or multiple phone numbers at which they may receive emergency and other safety related communications.

The Vice President of Student Affairs and the Director of the Public Safety Department, in consultation with the College's Emergency Response Group, are responsible for determining whether to send Emergency Notifications, Timely Warnings, and Community Notifications. They are authorized to initiate the use of the SIREN or Connect. Additional employees have security privileges to activate the Connect 5 mass notification system if necessary under the circumstances, including the Associate Vice President of Institutional Advancement and the Director of Digital Communication and/or their designees.

The SIREN and Connect systems are tested at least annually. Public safety maintains documentation of each test in the Public Safety log, stating date and time, and whether the test was announced or unannounced.

### **Crime Prevention Presentations**

The Department of Public Safety coordinates and presents security awareness and crime prevention programs in a variety of campus settings throughout the year, such as classrooms and residence halls. Individual presentations are provided to resident assistants, student club and organization leaders, and student-athletes throughout the year. Additionally, security awareness and crime prevention presentations are offered for academic departments and staff offices. The Department of Public Safety also makes available a number of different crime prevention resources, both in written and audiovisual format. It shares crime awareness and prevention ideas and educational resource materials with other departments on campus and with other area colleges. Using campus resources such as the College's website, student newspaper, on-campus television and radio stations, and the campus mail system, the Department of Public Safety strives to keep crime awareness and prevention information on the minds of our community members.

Crime prevention information is located on the myCurry portal and safety tips are also included on the Public Safety website.

### **Printed Security Awareness and Crime Prevention Materials**

Printed security awareness and crime prevention brochures, posters, and other written materials related to sexual assault, residence hall safety, off-campus safety, and library security are distributed at various locations throughout the college campus.

### **Facilities Survey**

Comprehensive surveys of exterior lighting, emergency telephones, exterior doors and grounds are conducted by Public Safety and Buildings & Grounds on a monthly basis. All recommendations are documented and submitted to Buildings & Grounds for corrective action.

### **Community Policing/Outreach Officer**

The Community Policing Officer attends off-campus workshops and maintains communication with other institutions to stay abreast of new ideas and programs in security awareness and crime prevention.

### **Monitoring Off Campus Student Organizations**

Curry College does not officially recognize fraternities or sororities, or other student organizations, located outside the Curry College campus.

## **ALCOHOL, DRUGS AND HAZING**

### **Alcohol and Other Drug Enforcement**

The possession, sale, or furnishing of alcohol on the Curry campus is governed by Curry's Alcohol Policy and Massachusetts law. The possession, use, or distribution of alcoholic beverages is restricted to those persons age 21 or older. The possession, use, sale and/or distribution of illegal drugs are prohibited on Curry's campus. The College expects all members of the College community to comply with federal, state, and local laws regarding illegal drugs and the use of controlled substances. The enforcement of alcohol and drug laws on the Curry campus is the primary responsibility of the Department of Public Safety. Those who violate College policies or federal, state, or local law regarding alcohol or drug use are to understand that such violations may result in disciplinary action, including loss of residence hall living privileges, personal liability, fines, expulsion or termination of employment, and/or criminal sanctions (including imprisonment).

Curry College provides a variety of services to students with alcohol or drug-related concerns through the Substance Abuse and Wellness Education Department, Counseling Center, and Dean of Students Office. Any student who is experiencing an alcohol or drug related concern is encouraged to speak with a staff member, attend an individual alcohol or drug educational meeting, group class, or individual counseling session on-campus. In addition, students may be referred to clinical substance abuse treatment or a self-help group (AA, NA, Smart Recovery) in the local community or closer to their home location when necessary. The Coordinator of Substance Abuse and Wellness Education is also

available to speak with friends or acquaintances who may be concerned about a Curry College student.

For additional information regarding the College's policies on alcohol and other drugs, including information on the health risks associated with substance use, possible legal sanctions and available resources for treatment, students can view the Student Handbook at [www.curry.edu/handbook](http://www.curry.edu/handbook) and employees can go to the Employee tab on the myCurry Portal.

### **Alcohol and Other Drug Education Programs**

The College believes that prevention initiatives directed to all students are a necessary component of its strategy to address possible alcohol and other drug abuse by its students. The College strives to inform members of the campus community regarding drug and alcohol issues through distribution to parents and students of its alcohol and other drug policies via a link to the Student Handbook, summer and fall Orientation programs for new students and their parents, through Resident Assistant and Peer Education programs, and campus-wide educational events. The College believes that an important component of addressing alcohol and drug violations is through appropriate educational outcome requirements as part of the Student Conduct process. For alcohol and drug violations, the College utilizes the services of campus resources for individual and group education as well as clinical substance abuse treatment providers in the community to provide appropriate services for our students.

### **Hazing**

Pursuant to the laws of Massachusetts, Chapter 269, sec 17, the College expressly prohibits hazing, which is defined by the College's Community Standards as an act(s) which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. Consent of the participants is not a defense against a complaint of hazing. In addition, Massachusetts General Laws define hazing as conduct such as whipping, beating, branding, forced calisthenics, exposure to weather, forced consumption of food, liquor, beverage, drug or other substance, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of any student or other person, or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or extended isolation. The Department of Public Safety performs anti-hazing training annually for all athletic teams.

For more information and to review the complete College policies on Alcohol, Drugs, and Hazing, please see the Student Handbook [www.curry.edu/handbook](http://www.curry.edu/handbook).

## **CRIMES OF VIOLENCE**

The College takes crimes of violence with the utmost seriousness. If any member of the community is a victim of a crime of violence and the matter is reported, the College will investigate the alleged crime according to our policies and procedures in the Student and Employee Handbooks. The College, upon written request, will disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the College against a student who is the alleged

perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin or such victim shall be treated as the alleged victim.

The College's Public Safety Department offers programs to educate members of the campus community in crime prevention techniques as well as to promote the well-being and safety of the campus community. A member of the Public Safety Department is available to speak to students or other community members about personal safety and to conduct seminars on various aspects of safety on campus. Further information is available by contacting the Public Safety Department at (617) 333-2232. Reports of any criminal activity, suspicious activity, and other emergencies on campus can be made to the Department of Public Safety at (617) 333-2232. In case of emergency, callers can use the emergency line at (617) 333-2222.

### **CAMPUS SEX CRIMES PREVENTION ACT**

The Federal Campus Sex Crimes Prevention Act requires colleges and universities to issue a statement advising the campus community where state law enforcement agency information concerning registered sex offenders may be obtained. The Act also requires registered sex offenders to provide to appropriate state officials notice of each institution of higher education at which the offender is employed, carries on a vocation, or is a student. The Curry College community may access information regarding sexual offenders by contacting the Milton Police Department, or by contacting the Executive Office of Public Safety and Security's Department of the Sexual Offender Registry Board, <http://www.mass.gov/eopss/agencies/sorb/>.

### **DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT AND STALKING PREVENTION EDUCATION AND AWARENESS PROGRAMMING**

Curry College prohibits dating violence, domestic violence, sexual assault and stalking, as they are defined for purposes of the *Clery Act*. The College provides programs and opportunities to educate students about sexual violence, dating violence, domestic violence, and stalking prevention. This is done within the context of wellness-based education and intervention. Through collaboration with students, faculty, and staff, a comprehensive prevention program is offered focusing on the health and safety of Curry College students. Institutional prevention and awareness campaigns for students and employees include strategically-branded print and electronic materials, including resource cards, posters, a robust website, social media posts and extensive in-person programming. Primary prevention and awareness programs and educational opportunities include peer education programs; educational outreach during campus-wide events, such as a large-scale "Consent Day" program; bystander intervention training for students, including student leaders and all resident assistants, and new students at fall orientation through an interactive theater production; and risk-reduction strategies designed to promote healthy decision-making; classroom-based presentations; residence hall passive and active programming, educational meetings, courses, and workshops for students who may be sanctioned as part of the Student Conduct process. New students and new employees are provided programming aimed at preventing sexual assault, dating violence, domestic violence and stalking through online education programs and in-person orientation sessions.

## **DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT AND STALKING POLICIES AND PROCEDURES**

Below are the Curry College policies and procedures relating to dating violence, domestic violence, sexual assault, and stalking. Students and employees are provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims both on-campus and in the community. The College also provides written notification to victims about options for requesting changes to academic, living, transportation and working situations or other campus support services and protective measures.

### **SEXUAL AND GENDER-BASED HARASSMENT AND DISCRIMINATION POLICY**

#### **I. INSTITUTIONAL VALUES AND STATEMENT OF NON-DISCRIMINATION**

Curry College is committed to fostering a diverse and inclusive community that supports each community member's professional, academic, and personal pursuits. The College's Sexual and Gender-Based Harassment and Discrimination Policy reflects our commitment to these goals.

Curry College is committed to providing equal opportunity in employment and education to all employees, students, and applicants. No employee, student or applicant shall be discriminated against or harassed on the basis of race, religion, color, sex, age, ethnic or national origin or ancestry, veteran status, physical or mental disability, pregnancy, sexual orientation, gender identity or expression, genetic information, veteran or military status, membership in Uniformed Services, or any category protected by applicable state and federal laws. Similarly, Curry College is committed to making its programs and campus accessible to its visitors and compliant with all applicable non-discrimination laws.

Sexual harassment, including sexual violence, is a form of sex discrimination that is illegal under both federal and Massachusetts state law, including Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Violence Against Women Act, Massachusetts General Laws chapter 151B, § 4, Massachusetts General Laws chapter 151C, § 2, and Massachusetts General Laws chapter 214, § 1C. Furthermore, conduct prohibited under this policy is incompatible with the values and mission of Curry College and will not be tolerated.

#### **II. PURPOSE AND SCOPE**

The College fully supports the right of all persons to hold employment and receive education without suffering unlawful discrimination, harassment or retaliation. The Sexual and Gender-Based Harassment and Discrimination Policy prohibits sexual and gender-based harassment and discrimination, including but not limited to, sexual misconduct, dating and interpersonal violence, and stalking. It also prohibits retaliation against an individual for making a report of conduct prohibited under this policy or for participation in an investigation of an alleged violation of this policy.

This policy applies to all College community members, including students (prospective and current), employees, visitors, vendors, and independent contractors, when the conduct:

1. occurs on College property, including online or electronic conduct through the use of College computing or network resources;
2. occurs in the context of an employment or education program or activity of the College; or
3. may have continuing adverse effects for the College community.

### **III. PROHIBITED CONDUCT UNDER THIS POLICY**

#### **A. Discrimination, Harassment, and Retaliation**

Individuals may not be discriminated against in the terms and conditions of their employment or academic program or subject to harassment in the workplace or academic environment. Such conduct is illegal under federal and state laws and is strictly prohibited by the College. Unlawful discrimination, harassment, and retaliation by officers, faculty, managers, supervisors, employees, students, vendors, clientele, and contractors will not be tolerated.

This Policy focuses on Sexual or Gender-Based Harassment and Sexual Misconduct, which are further described in this Section.

#### **B. Sexual or Gender-Based Harassment**

**Sexual Harassment:** Sexual harassment and sexual violence are forms of sex discrimination that are illegal under both federal and Massachusetts state law. Under these laws, unwelcome sexual advances, requests for sexual favors and other conduct of a sexual nature whether verbal, non-verbal, graphic, physical, electronic, other otherwise constitute sexual harassment when:

- Submission to or rejection of such sexual advances, conduct, or requests for sexually based favors is made either explicitly or implicitly a term or condition of an individual's employment, education or participation in College programs or activities, or a basis for employment or educational decisions affecting the individual (*quid pro quo*); or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance, education, or participation in College programs or activities, or creating an intimidating, hostile, humiliating or sexually offensive work, learning, or living environment (*hostile environment*).

Sexual harassment does not refer to behavior or occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome and occurs in a variety of situations which share a common element: the inappropriate introduction of sexual activities or comments into the work or educational environment. It may occur on or off campus.

Sexual harassment often involves relationships of unequal power. Such situations may contain elements of coercion, such as when compliance with requests for sexual favors becomes a condition for granting privileges or favorable treatment on the job, or favorable treatment in the classroom. However, sexual harassment may also

involve relationships among persons of equal authority or power, such as when repeated advances or demeaning verbal comments by a co-worker towards another co-worker have a harmful effect on a person's ability to perform his or her work. Sexual harassment can also involve behavior directed to and/or by students of the College, as well as employees and non-employees of the College.

Examples of sexual harassment may include, but are not limited to:

- *Repeated offensive sexual flirtations, advances or propositions which are offensive;*
- *Verbal abuse or innuendo of a sexual nature which is continued or repeated;*
- *Physical contact such as touching, hugging, patting or pinching which is uninvited and unwanted by the other person;*
- *Offensive verbal comments of a sexual nature about an individual's body or sexual terms used to describe an individual;*
- *An open display of sexually suggestive objects or pictures if people find them offensive;*
- *Jokes or remarks of a sexual nature if people find them offensive;*
- *Unwanted prolonged and apparent staring or leering at a person;*
- *Obscene gestures or suggestive or insulting sounds made towards people who find them offensive;*
- *The demand for sexual favors accompanied by an implied or overt threat concerning an individual's employment status or educational status or promises of preferential treatment;*
- *Direct or implied requests for sexual favors in exchange for actual or promised favorable evaluations of course requirements, or favorable recommendations for position or benefits within or outside the College Community; and*

In evaluating allegations of sexual harassment, the allegations are evaluated from both a subjective and objective perspective considering the totality of the circumstances.

**Gender-Based Harassment** includes harassment based on sex or gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the conditions for *hostile environment harassment* or *quid pro quo harassment* are present, as defined above.

### **C. Additional Forms of Sexual Misconduct**

#### **Sexual Misconduct**

Curry College strictly prohibits sexual violence and all other forms of sexual misconduct. Sexual Misconduct includes any sexual contact or activity that occurs without the effective consent of any individual involved. It is the obligation of every person to obtain effective consent from the other person prior to sexual contact. Effective Consent is discussed in the section below.

Examples of sexual misconduct include, but are not limited to:

- *Having or attempting to have sexual intercourse with another individual without consent or by force. Sexual intercourse includes anal, oral or vaginal*

- penetration, however slight, with a body part or object.*
- *Intentional and unwelcome sexual touching, such as touching another's genitals, buttocks, or breasts without consent; or making someone touch you or themselves on these body parts.*
  - *Having sexual contact with someone who is incapacitated (e.g. from alcohol or drug usage) such that their decision making ability is compromised so that they are unable to consent;*
  - *Continuing sexual activity after either party has made it clear, either verbally or by conduct, that they do not wish to continue physical contact;*

### **Effective Consent**

Effective consent is informed, knowing and voluntary. The College defines effective consent as mutually understandable words or actions which indicate willingness to participate in mutually agreed-upon sexual activity. Effective Consent cannot be given by minors (in Massachusetts, those not yet sixteen (16) years of age). Effective Consent cannot be given by individuals who have a mental disability that results in their being unable to provide informed, knowing and voluntary consent. Effective Consent cannot be given by those who are unconscious, unaware or otherwise physically helpless. Consent obtained as a result of physical force, threats, intimidation (implied threats), duress or coercion is not Effective Consent. A person who knows or should reasonably have known that another person is incapacitated may not engage in sexual activity with that person, and there can be no Effective Consent in such situations. Effective Consent cannot be given by those who are incapacitated as a result of alcohol or other drug consumption (voluntary or involuntary). In addition, incapacitation may result from mental disability, sleep, or involuntary physical restraint, and there can be no Effective Consent in such situations.

### **Incapacitation**

The College defines incapacitation as a state where an individual cannot make rational, reasonable decisions because the individual lacks the capacity to giving knowing consent, and/or as a state where one cannot make a rational, reasonable decision because the individual lacks the ability to understand the who, what, when, where, why or how of their sexual interaction. Consent to one form of sexual activity does not imply consent to other forms. Consent may be given for specific sexual activities and not for others. Consent at one time, including prior intimate partner or physical relationships does not imply future consent. Silence does not constitute consent and may indicate that something is wrong and the potential for sexual misconduct exists. The use of alcohol or other drugs does not constitute a defense for the failure of a person who initiates sexual activity to obtain effective consent.

### **Sexual Exploitation**

Sexual Exploitation is purposely or knowingly taking sexual advantage of another person without consent. Examples of sexual exploitation include, but are not limited to:

- *Obscene or indecent behavior, including exposure of one's sexual organs or the display of offensive sexual behavior;*
- *Deliberate observation of others (including letting others hide for observation) for*

- sexual purposes without their consent;*
- *Taking, posting or disseminating pictures, video or audio of another person's intimate body parts, or another person engaged in sexual activity or in a state of undress without that person's consent;*
  - *Possession or distribution of illegal pornography.*
  - *Prostitution.*
  - *Knowingly exposing another person to a sexually transmitted infection or virus without the other's knowledge.*
  - *Providing someone with alcohol or drugs (such as "date rape" drugs), with or without that person's knowledge, for the purpose of making the person vulnerable to non-consensual sexual activity.*

### **Relationship and Intimate Partner Violence**

Physical violence, coercion, threats, intimidation, isolation, stalking, or other forms of emotional, sexual or economic abuse (i.e. controlling access to finances) is prohibited, including but not limited to those directed towards an intimate partner. Such violence can be a single act or a pattern of behavior. Intimate partner relationships are defined as short or long-term relationships (current or former) between persons intended to provide some emotional and/or romantic physical intimacy.

Domestic violence and dating violence may also constitute forms of intimate partner violence and are prohibited by the College. Dating violence includes violence by a person who has been in a social relationship of a romantic or intimate nature with the complaining party. The existence of such relationship is determined by its length, its type, and frequency of interaction of persons involved in the relationship. Domestic violence includes acts that may constitute violent misdemeanor and felony offenses committed by the victim's current or former spouse, cohabitant, or a person with whom he or she shares a child (as well as a person similarly protected under applicable domestic or family violence laws).

### **Stalking**

Stalking is defined as a course of conduct directed at a specific person whether that person is a total stranger, acquaintance, current or former intimate partner, or anyone else that would cause a reasonable person to fear for her or his safety, for the safety of a third person, or to suffer substantial emotional distress. Such behavior is prohibited.

Stalking behaviors include, but are not limited to repeatedly pursuing, following, waiting, or appearing uninvited at or near a residence, workplace, classroom, or other places frequented by the person; surveillance or other types of observation, including but not limited to staring or watching an individual without their consent (which may be referred to as "peeping"); and repeated unwanted communication, including, but not limited to, face-to-face communication, telephone calls, voice messages, e-mails, text messages, social media, written letters, gifts, or any other communications that are not welcomed by the recipient of the communication.

### **Retaliation**

Retaliation is any adverse action taken or threat of action made against a person for, in good faith, making a complaint of conduct prohibited by this Policy, participating

in, or assisting with an investigation of such a complaint. Retaliation is prohibited by the College, and by Title IX and other federal and state laws, and will not be tolerated. Engaging in retaliatory acts, including the continuation or recurrence of harassment or discrimination (directly or through a third party), is a violation of this Policy and will result in disciplinary action.

### **Complicity**

**Complicity** is any act taken with the purpose of aiding, facilitating, promoting or encouraging the commission of a violation of this policy by another person.

## **D. Amorous Relationships Between Faculty, Students, and Staff**

Employees should always conduct themselves professionally in their dealings with coworkers and students and others. The College expects the employees involved to exercise discretion and maturity in the manner in which they relate to each other at work with coworkers and students. Personal/romantic relationships between employees of different levels of authority within the College may affect the morale of co-workers by creating actual or perceived favoritism. Therefore, neither party to a romantic relationship should participate in formal or informal supervision, review or evaluation of the other. The College may alter the work responsibilities of parties engaged in a romantic relationship in order to limit their professional contact with one another.

**Romantic relationships between employees and students are strictly prohibited.**

For more information regarding amorous relationships, contact Human Resources at (617) 333-2263.

## **IV. Options for Reporting Prohibited Conduct**

Individuals who have experienced sexual or gender-based harassment or discrimination, including sexual violence, are encouraged to report the misconduct to the College or to local law enforcement. These options are not mutually exclusive – you do not need to choose one option over the other. Internal reports and criminal reports can be made simultaneously or at different times. There is no time limit for filing a report with the College; however, individuals are encouraged to report misconduct as soon as possible in order to maximize the College's ability to respond promptly and effectively.

The College encourages all individuals to seek assistance from a medical provider and/or law enforcement immediately after an incident of sexual violence. This is the best option to ensure preservation of evidence and to begin a timely investigation, outside of the College's process.

### **A. Reporting to Law Enforcement**

Conduct that violates this policy may also constitute a violation of law. For immediate safety assistance, an individual can dial 911 or contact Curry College Public Safety. The Department of Public Safety can assist in making a criminal report to local law enforcement. To report potential criminal conduct to local law enforcement, contact information is below.

Emergencies 911

Curry College Public Safety (617) 333-2222  
Located in the Mayflower Parking Lot on the north side  
of campus  
1071 Brush Hill Road, Milton, MA 02186

Milton Police Department (617) 698-3800  
40 Highland Street, Milton, MA, 02186

Plymouth Police Department (508) 830-4218  
20 Long Pond Rd., Plymouth, MA 02360

## **B. Reporting to the College**

The following individuals are trained and designated to receive and respond to allegations of violations of the policy:

Title IX Coordinator:

Rachel King, Assistant Vice President for Title IX  
55 Atherton St.  
Rachel.King@curry.edu  
617-979-3516

Deputy Title IX Coordinator:

Lorri Mayer  
Assistant Director of Human Resources  
55 Atherton St.  
lmayer@curry.edu  
617-391-5233

Deputy Title IX Coordinator:

Lisa MacDonald  
Assistant Vice President for Student Affairs  
65B Atherton St.  
lmacdona0712@post03.curry.edu  
617-391-5240

Making a report of prohibited conduct under this policy involves telling an employee of the College (with the exception of those designated as “confidential,” referenced in Section V), also known as “responsible employees,” what occurred. While reported misconduct must be relayed to the Title IX Coordinator, individuals wishing to make a complaint can speak directly to one of the above Coordinators or any responsible employee. Additionally, a number of staff and faculty across campus have been trained as Liaisons, serving as a resource to members of the College community. These Liaisons participate in annual training and are knowledgeable about College policies, procedures, resources and reporting obligations. A list of current Liaisons can be found on employee tab/human resources link on the College’s employee portal.

A knowingly and intentionally false or frivolous complaint, determined by the College to have been made in bad faith and dishonesty in the context of an investigation, is a serious offense. A finding that the College policies have not been violated is not, in and of itself, an indication that a complaint is false or unfounded. The College reserves the right to impose appropriate disciplinary action to students and employees who knowingly and intentionally file a false or frivolous complaint, or who participate in bad faith in the investigation of a complaint filed pursuant to College policies by knowingly and intentionally provide false and misleading information in the context of the investigation.

## **V. Confidentiality and Employee Reporting Obligations**

A number of different resources and reporting options are available to those who have experienced sex or gender-based discrimination or harassment, including sexual violence. It is important to understand, however, that these resources offer varying degrees of confidentiality and reporting obligations, as outlined below.

**Employee Reporting Responsibilities.** All College employees (faculty and staff) must promptly notify a Title IX Coordinator about possible sexual or gender-based harassment, with limited exceptions. On-campus resources who can maintain confidentiality, and are therefore not required to report discrimination or harassment to a Title IX Coordinator, are those employed at the Counseling Center and Health Services.

Adherence to this reporting obligation ensures that the College can connect affected individuals with appropriate resources and services; track incidents and identify patterns; and, where appropriate, take steps to protect the College community.

All actions taken to investigate and resolve complaints shall be conducted with as much privacy and discretion as possible without compromising the thoroughness and fairness of the investigation. All persons involved are to treat the situation with respect and as confidentially as possible. To conduct a thorough investigation, the Investigator(s) and/or Title IX Coordinator may discuss the complaint with witnesses and those persons involved in or affected by the complaint, and those persons necessary to assist in the investigation or to implement appropriate remedial action.

**Complainant Requests Not to Investigate.** A reporting party may request that the College not investigate or pursue resolution of a report or may request that their name not be disclosed. This can limit the College's ability to respond fully to the reported misconduct and pursue disciplinary action against the Respondent. Such requests should be made to a Title IX Coordinator and will be balanced with the College's responsibility and legal obligation to provide a safe and non-discriminatory environment for all members of the College community.

The College will respect the Complainant's right not to participate in an investigation, but may continue an investigation in order to meet its responsibility and legal obligation to provide a safe and non-discriminatory environment for all members of the Curry community. In such cases, the College will consult with the Complainant and keep the Complainant informed about the chosen course of action. The College may determine that it must investigate and pursue resolution of a report. An individual who initially requests anonymity or who requests that the College not investigate or pursue resolution may later request that the College investigate and pursue resolution.

**Clery Act Reporting.** In accordance with the Clery Act and the Violence Against Women Act (VAWA), statistical information regarding certain offenses will be included in the College's annual safety and security report in a manner that does not include any personally identifiable information. In addition, College administrators will issue timely warnings for incidents reported that pose a serious and ongoing threat to the safety of the campus community.

## **VI. Accessing Resources**

### **A. Confidential Resources**

If a student wants to speak with a confidential resource, trained staff are available on and off-campus. Help and support is available to students who want to talk in detail about an incident, but are not sure if they are ready or interested in reporting to the College or law enforcement.

#### **Emotional Support**

On-campus: Counseling Center (617) 333-2182 (8:30-4:30)  
(*For students*) Smith House, 940 Brush Hill Road, Milton, MA 02186

Counselor-on-call after hours via Public Safety (7 days a week)  
(617) 333-2222

Off-campus: A New Day victim advocates (a program of Health Imperatives)  
24-hour hotline (508) 588-8255  
950 W. Chestnut St., Brockton, MA 02301

(*For employees*)

If an employee wants to speak with a confidential resource, Life Assistance Program through Cigna Behavioral Health (available to employees) is a free confidential service available to all employees and their household members. Services are available to assist 24 hours a day, 7 days a week for support.

Life Assistance Program: (800) 538-3543

Services available include face-to-face visits with a network provider for behavioral issues, telephonic support for work/life concerns and crisis support).

In cases of physical violence and/or sexual misconduct, the College encourages individuals to seek medical care, which also offers the best option to ensure the preservation of evidence.

#### **Medical Care**

On-campus: Health Services (617) 333-2182 (8:30-4:30)  
(*For students*) Smith House, 940 Brush Hill Road, Milton, MA 02186

Off-campus: Milton Hospital (617) 696-4600  
199 Reedsdale Road, Milton, MA 02186  
(Transportation available via Public Safety (617) 333-2222)

Beth Israel Deaconess Medical Center (617) 667-7000  
330 Brookline Ave, Boston, MA 02215

Plymouth Campus: Beth Israel Deaconess Hospital - Plymouth (508) 746-2000  
275 Sandwich St, Plymouth, MA 02360

## **B. Amnesty**

The College encourages reporting of sexual misconduct and seeks to remove any barriers to reporting. The College recognizes that a reporting party who has been drinking or using drugs at the time of an incident may be hesitant to make a report because of potential disciplinary consequences. Accordingly, students who report sexual misconduct, either as a Complainant or a third party witness, will not be subject to disciplinary action for being under the influence of alcohol or other drugs at the time of the alleged incident of sexual misconduct, so long as their actions did not place the health or safety of another person at risk. The College may, however, initiate an educational discussion or pursue other educational remedies regarding alcohol or other drugs.

## **C. Remedial, Protective and Interim Measures**

When the College receives a report of a violation of this policy, reasonable and appropriate remedial, protective, and interim measures may be put in place, by the appropriate College official(s). These measures may be both remedial (designed to address a Complainant's safety and well-being and continued access to educational opportunities) or protective (designed to reduce the risk of harm to an individual or community). These measures, which may be temporary or permanent, may be imposed even when not specifically requested by a Complainant or Respondent at the discretion of the College, as appropriate. They include, but are not limited to: no contact orders; access to campus escort; changes to student housing, dining, or work circumstances; counseling and medical services; victim advocacy; legal assistance; academic support; transportation accommodations; assistance maintaining eligibility for student visa or financial aid; immigration assistance; interim suspension; and administrative leave (with or without pay).

## **VII. Applicable Procedures under this Policy**

The Office of Human Resources will address all alleged violations of this policy that are brought against an employee, a visitor to an employee, or a vendor. The applicable procedures can be found in the Employee Handbook under the employee tab/Human Resources link on the College's Employee Portal.

If the alleged violation is brought against a student of the College or a visitor to a student, it will be addressed by the Office of Student Conduct. The applicable procedures can be found here in the Student Handbook at [www.curry.edu/handbook](http://www.curry.edu/handbook).

## **VIII. Academic Freedom**

Nothing contained in this policy shall be construed to limit the legitimate and reasonable academic responsibilities and academic freedoms of the College's professional educators. Conduct believed to be offensive, on its own, is not sufficient to constitute a violation of this policy. The conduct must be sufficiently serious to interfere with an individual's ability to participate in employment or an educational program and activities from both a subjective and objective perspective.

## **IX. Prevention and Awareness Programs**

In line with the College's commitment to the prevention of prohibited conduct, Curry College provides a variety of ongoing education and awareness programs. New students and employees receive prevention programming when joining the College community and returning students and current employees receive ongoing training and related education.

For more information about the College's available prevention and education offerings, please contact:

Idonia Gaede  
Staff Counselor and Sexual Violence Prevention & Response Coordinator  
Smith House, 940 Brush Hill Road, Milton, MA 02186  
(617) 333-2182

## **X. Title IX Coordinator / State and Federal Agencies**

Individuals may contact one of the College's Title IX Coordinators to address questions about the conduct prohibited under this policy, including sexual discrimination and harassment. Individuals may also file a complaint for violations of this policy directly with a Title IX Coordinator.

Title IX Coordinator:  
Rachel King, Assistant Vice President for Title IX  
55 Atherton St.  
Rachel.King@curry.edu  
617-979-3516

Deputy Title IX Coordinator:  
Lorri Mayer  
Assistant Director of Human Resources  
55 Atherton St.  
lmayer@curry.edu  
617-391-5233

Deputy Title IX Coordinator:  
Lisa MacDonald  
Assistant Vice President for Student Affairs  
65B Atherton St.

lmacdona0712@post03.curry.edu  
617-391-5240

Deputy Title IX Coordinator:  
Vinnie Eruzione  
Director of Athletics  
Student Center, L-04  
[veruzion@curry.edu](mailto:veruzion@curry.edu)  
(617) 333-2202

## **STATE AND FEDERAL AGENCIES**

In addition to the above, if you believe you have been subjected to unlawful discrimination, harassment or retaliation, you may file a formal complaint with the government agencies set forth below. Using the College's complaint process does not prohibit you from filing a complaint with these agencies.

1. The United States Equal Employment Opportunity Commission ("EEOC")  
John F. Kennedy Federal Building  
475 Government Center  
Boston, MA 02203  
(617) 565-3200  
(800) 669-4000
2. Massachusetts Commission Against Discrimination ("MCAD")  
One Ashburton Place, Room 601  
Boston, MA 02108  
(617) 994-6000
3. US Department of Education: Office for Civil Rights ("OCR")  
5 Post Office Square  
8th Floor  
Boston, MA 02109-3921  
(617) 289-0111

## **XII. Violations of Massachusetts State Law**

Some of the conduct prohibited by this policy may also constitute violations of the law. The following are definitions compiled from the Massachusetts General Laws applicable to certain relevant offenses.

### **Dating and Domestic Violence**

Massachusetts law has no statutory definition of "dating violence" or "domestic violence," but there is a related crime of "domestic abuse" defined as: the occurrence of one or more of the following acts between family or household members: attempting to cause or causing physical harm, placing another in fear of imminent serious physical harm; and causing another to engage involuntarily in sexual relations by force, threat, or duress. Under this law, family or household members include people who are or were married, residing in the same household, related by blood or marriage, have a child together, or have a substantive dating or engagement relationship. *See* M.G.L. c. 209A, § 1.

## **Sexual Assault**

There is no crime called “sexual assault” in Massachusetts; however, there are related crimes that constitute sexual offenses:

- “Rape,” which is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. Under state law, rape occurs when the offender has “sexual intercourse or unnatural sexual intercourse with a person and compels such person to submit by force and against his/her will, or compels such person to submit by threat of bodily injury.” *See* M.G.L. c. 265, § 22.
- A sexual assault that does not meet the legal definition of rape may constitute “indecent assault and battery,” which occurs when the offender, without the victim’s consent, intentionally has physical contact of a sexual nature with the victim. *See* M.G.L. c. 265, § 13H.
- “Statutory rape,” which is defined as non-forcible sexual intercourse with a person who is under the statutory age of consent. In Massachusetts the statutory age of consent is 16 years of age. *See* M.G.L., c. 265, §23.

## **Stalking**

Under Massachusetts law, M.G.L., c. 265, §43, an individual engages in stalking if she/he: 1) willfully and maliciously engages in a knowing pattern of conduct or series of acts over a period of time directed at a specific person which seriously alarms or annoys that person and would cause a reasonable person to suffer substantial emotional distress; and 2) makes a threat with the intent to place the person in imminent fear of death or bodily injury.

## **Consent**

Massachusetts does not have a specific definition for consent in this context. Instead, Massachusetts has several laws that define the age of consent and the additional penalties that attach if a person is under the age of 16 or 14. In Massachusetts, it is illegal to have sex under any circumstances with someone who is incapable of giving consent due to incapacity or impairment; incapacity or impairment may be caused by intoxication or drugs, or because a victim is underage, mentally impaired, unconscious, or asleep.

## **PROCEDURES FOR STUDENTS**

### **PROCEDURES FOR INVESTIGATING AND RESOLVING ALLEGED VIOLATIONS OF COLLEGE POLICIES PROHIBITING HARASSMENT AND DISCRIMINATION**

#### **Investigation and Grievance Procedures**

**The following procedures apply to the investigation and resolution of alleged violations of the above policies on Discrimination, Bias-Related Harassment, and Hate Crimes, as well as the College’s Sexual and Gender-Based Harassment and Discrimination Policy (hereinafter “the Policies”).**

The College will investigate allegations of violations of these Policies in a prompt, equitable, and impartial manner. Depending upon the facts and circumstances known to it, the College, in its discretion and judgment, may determine that the report of alleged violations of the these Policies will be addressed, investigated, and/or resolved outside of

the procedures described hereinafter, and it also may take interim action as it deems appropriate to address the safety and protection of the College community.

As part of its investigation, the College, through its Director of Student Conduct or another person designated by the Assistant Vice President for Student Affairs (hereinafter, “the conduct officer”), will investigate the alleged violation. At the College’s discretion, more than one investigator may be assigned. The College, in its discretion, may also assign an investigator from outside the College’s administration (“an external investigator”) to conduct the investigation with the College’s internal investigator. (In addition, the College may assign an external investigator, without assigning an internal investigator.) All investigators – internal or external – will be qualified and annually trained individuals employed by the College or engaged by the College for the purpose of conduct investigations under the Policies. Involved parties should inform the Assistant Vice President for Student Affairs (in writing) of any conflicts or potential conflicts of interest with regard to the designated investigator and/or conduct officer.

If the determination is that the report will go through the student conduct process, both the person who makes a complaint alleging a violation of these Policies, or a person who is identified as someone who experienced a violation (“the Complainant”) and the individual alleged to have violated a policy (“the Respondent”) will be notified in writing by the College and a student conduct meeting will be scheduled. This written notice to the Complainant and the Respondent will include a brief description of the allegations, the portion(s) of the Policies that are alleged to have been violated, and any interim measures in place about which either Party must be made aware. This written notice does not constitute a finding or a determination of responsibility.

Both the Complainant and the Respondent will be given the opportunity to inform the College, verbally and/or through a written statement, of any facts that he/she believes should be considered in the College’s investigation of the reported violation. As part of the investigation process, the conduct officer may: offer the Complainant and the Respondent the opportunity to speak (separately) with the conduct officer; speak with other individuals, who in the conduct officer’s discretion may have information relevant to the report; and review written documents, materials, or property, as the conduct officer deems appropriate, to conduct a prompt, fair and impartial investigation. The Complainant and the Respondent are to provide names of witnesses to the alleged violation and identify any documents or items that are relevant to the investigation. The conduct officer will exercise discretion in their determination of what information to consider and which potential witnesses identified by the Parties can provide relevant information to the investigation. The student conduct officer generally will not consider information related to either Party’s sexual history outside of the conduct in question.

The Complainant and the Respondent each are asked to attend (separately) the Student Conduct Meeting. Students are expected to be truthful, and to participate as requested. Both the Complainant and the Respondent are permitted to have a support person accompany him or her to a Student Conduct meeting. A student should select a support person whose schedule allows attendance at the scheduled date and time for the meetings as delays may not be permitted due to scheduled conflicts for the support person. The role of a support person is to accompany a student with the purpose of providing support during the student conduct meeting. A support person may not address or question the conduct officer, answer on behalf of the student, or otherwise actively participate in the student conduct process. A support person cannot be a witness or otherwise involved in the investigation or resolution process. If the College requests

that a student attend a Student Conduct Meeting and the student does not do so for any reason whatsoever, the College will still move forward with the student conduct process.

If a student or a law enforcement agency requests the College to delay its student conduct process because the conduct at issue is also subject to a civil or criminal case, the College, in its sole discretion through its Dean of Students and/or her designee, will determine if it is in the best interest of the College and its community to delay or move forward with the student conduct process, address the matter, and/or implement appropriate interim and/or final actions and sanctions (including, but not limited to, No Contact Orders, full or partial removal from campus, residence facilities, and/or classes, removals or interim removals, or suspensions or interim suspensions), notwithstanding the civil or criminal case.

In instances of alleged sexual misconduct, documentation containing the information gathered during the investigation will be made available for review by the Parties prior to a determination being reached. The parties will be given an opportunity to provide a response to the conduct officer. The facts gathered during the College's investigation of reported violations will be reviewed, and a decision will be made by the conduct officer as to whether a violation occurred, based upon a preponderance of the evidence standard (i.e., is it more likely than not that the alleged violation occurred). The conduct officer will present this finding to the Assistant Vice President for Student Affairs, or designee, for sanctioning, if applicable.

### **Notification of Determination**

The College will inform both the Complainant and the Respondent in writing whether the College has concluded that a violation of the Policies did, or did not occur. Both the Complainant and Respondent will typically be notified of the outcome of the conduct process within 60 days of the commencement of the investigation, although circumstances (including the constraints of the school calendar and scheduling conflicts) may result in a longer period. In certain situations where the complaint involves a report of a crime of violence or a forcible or non-forcible sex offence, the Complainant may be provided with information about the sanctions imposed against the Respondent. In all other cases, the Complainant shall be informed of sanctions imposed against the Respondent where the sanction directly relates to the Complainant (for example, sanctions that require the Respondent to have no contact with the Complainant, and/or removal from the same residence hall or class).

### **Disciplinary Action and Sanctions**

When an individual is found to have violated the College's policies on Discrimination, Bias-Related Harassment, or Hate Crimes or the Sexual and Gender-Based Harassment and Discrimination Policy, appropriate disciplinary action and sanctions will be imposed by the College, including but not limited to, probation, loss of privileges, mandatory training or counseling, mandated assessment, removal from classes, buildings, activities, programs, and/or campus locations, suspension, and/or expulsion from the College. Additional information on sanctions that may be imposed following the determination of a violation of the Policy are referenced in the sanctioning section of the Student Conduct Process in this handbook beginning on page 84. The imposition of sanctions may result in the withholding of a Curry College diploma.

## **Appeal Process**

*(The following applies to appeals for cases under the College's policies on Discrimination, Bias-Related Harassment, or Hate Crimes or the Sexual and Gender-Based Harassment and Discrimination Policy. For appeals for cases under all other policies, please see the appeals process on page 88).*

**Both the Complainant and the Respondent may appeal the outcome on one or more of the following grounds only:**

- *New and relevant information: Significant information that was not available at the time of the student conduct meeting that has been revealed or discovered which alters the facts of the matter and may alter the outcome. It is not information that the Complainant or the Respondent had at the time but did not share with the conduct officer at the original student conduct meeting.*
- *Procedural error: A claim of error in the student conduct procedure that substantially affected the decision.*
- *The severity of the sanction imposed was not appropriate based on the nature of the violation or the circumstances.*

Appeals must be submitted in writing by the Complainant or Respondent to Dean of Students Office within three business days of the College sending them the outcome. The appeal letter must identify on which of the above three reasons the appeal is based. If appealing on grounds of new information, the letter must include the new information that supports his/her position, and explain the specific relevance and credibility of that new information. If appealing on a procedural error, the letter must state what the specific error was and how it substantially affected the outcome of the student conduct meeting. If appealing due to the belief that the severity of the sanction imposed was not appropriate based on the nature of the violation or the circumstances, the letter must include reasons why the student thinks this outcome was not appropriate and state what discipline (if any) the student believes to be appropriate and why. The Dean of Students (or designee) will then review the appeal letter. The result of the appeal may be a confirmation of the original outcome, or a change of the outcome, either in whole or in part. The College will inform both the Complainant and the Respondent of the result of the appeal. The appeal decision is final.

Any action (including an interim removal or suspension) assessed, imposed, or recommended at the conclusion of the Student Conduct Meeting or investigation process (or at any other time, as determined by the College) may be enforced pending the outcome of an appeal, at the sole discretion of the College, through its Office of Vice President of Student Affairs or designee.

**PLEASE NOTE: The provisions described above for the handling of student conduct and discipline matters pertaining to reported violations of this policy are only guidelines. The process to address, investigate, and resolve student conduct and discipline matters for alleged violations of this policy lies ultimately within the College's discretion, and the College has the right to determine if the circumstances of a particular situation are such**

**that the College must address the alleged violations in manner different than the provisions set out in these guidelines. These provisions do not constitute contractual promises by the College. Therefore, the student should understand that the College may not follow these provisions and its non-adherence to any of these provisions will not invalidate its determinations.**

## **EMERGENCY PREPAREDNESS AND MANAGEMENT**

Curry College is committed to the best practices in providing a safe and secure learning and living environment on our campus. Like many colleges throughout the nation, Curry College has developed emergency preparedness plans to provide for the safety of our community in the event of an emergency.

Curry College has a designated Emergency Response Group. In a crisis scenario, appropriate members of the Emergency Response Group will mobilize to gather information on the situation at hand, assess the emergency, and communicate appropriate messages to appropriate audiences. This group will include the Director of Public Safety, the Vice President of Student Affairs/Dean of Students and/or their designees, and, depending on the circumstances, including, but not limited to, the Associate Vice President of Student Affairs, the Director of Buildings and Grounds, and the Director of Public Relations. This group will review all available information to confirm that a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees is occurring on campus. If the Emergency Response Group verifies that a legitimate emergency or dangerous situation exists, the group will identify the appropriate segment or segments of the campus community to receive a notification. The institution will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim, or to contain, respond to or otherwise mitigate the emergency.

For additional information regarding emergency communication, see the section entitled Emergency and Other Safety Related Communications on page 12.

In the event of an emergency, a crisis command center has been designated, and resources assembled to facilitate timely and efficient response. Protocols including those recommended by FEMA Incident Command system have been integrated into our planning.

At Curry College, we believe Public Safety is everyone's business. The Department of Public Safety regularly performs safety seminars on campus and we practice and encourage community involvement in all aspects of safety on campus.

The mission of the Department of Public Safety is to provide a safe and secure living and learning environment for our entire community. The department operates 24 hours a day, 7 days a week, and 365 days a year and consists of 15 full-time officers and three part-time officers who have received Academy training. The Chief of Public Safety and three department supervisors have also received National Incident Management System

(NIMS) training offered by the Department of Homeland Security and the entire department has been trained in basic incident command.

Additionally, the department has a close relationship with the Milton and State Police Departments, who would be contacted immediately to assist in the event of an emergency. Curry College is an active member of the Local Emergency Planning Committee (LEPC). This is a town wide group of such organizations as Milton Police & Fire, Milton Board of Health, Milton Hospital, Civil Defense, Milton Public Schools, and Milton Academy. These groups may assist each other in any and all emergencies that could occur in the town of Milton.

Curry College has been and will continue to evaluate our existing plans through additional training and our involvement in the (LEPC) to ensure that our approach to emergency preparedness and emergency response is comprehensive. Though no institution is invulnerable to safety threats, our emergency preparedness plans strive to make us prepared and responsive. While we hope that they will never need real-life implementation, we will continue to assess and improve our plans, informed by national best practices in order to keep the safety and well-being of our community a top priority.

To report suspicious activity or an emergency situation, please call the **Anonymous Tip Line** at **617-333-2159** (ext. 2159 on campus) or the **Emergency Line** at **617-333-2222** (ext. 2222 on campus).

## **MISSING STUDENT**

### **Missing Student**

Every Curry student has the option to identify an individual to be contacted by the College in the event that the student is determined by Public Safety or local law enforcement to be missing for 24 hours. Students should identify this individual by contacting Public Safety at 617-333-2222. Students also have the option to register confidential contact information in the event that the student is determined by Public Safety or local law enforcement to be missing for 24 hours. This confidential contact information may be registered with Public Safety by contacting their main office at 617-333-2222. The confidential contact information will be accessible only to authorized campus officials and will not be disclosed by Curry, except to law enforcement personnel in furtherance of a missing person investigation. Students under 18 years of age who are not emancipated are advised that Curry is required by law to notify a custodial parent or guardian within 24 hours of a determination that the student is missing, in addition to notifying any additional contact person designated by the student.

If a member of the Curry College community has reason to believe that a student is missing, or otherwise receives a report of a missing Curry student, he or she must immediately notify Public Safety at 617-333-2222. Curry College Public Safety will generate a missing person report and initiate an investigation. After receiving the report, should Public Safety determine that the student is missing, Curry College will notify the Milton Police Department (unless the Milton Police Department was the entity that notified Curry the student was missing) and the student's registered contact, if any, no later than 24 hours after the student is determined to be missing.

If a member of the Curry College Community has reason to believe that a student is missing, whether or not the student resides on campus, Curry will initiate efforts to locate the student to determine his or her state of health and well-being through the collaboration of the Department of Public Safety and the Office of Student Affairs. If the student is an on-campus resident, the Department of Public Safety will collaborate with the Office of Student Affairs to make a welfare check into the student's room. If the student is a commuter or a continuing education or graduate student, the Department of Public Safety will enlist the aid of the police agency having jurisdiction over the matter. Concurrently, College officials will endeavor to determine the student's whereabouts through contact with friends, associates, and/or employers of the student. College officials will endeavor to determine whether or not the student has been attending classes, scheduled organizational or academic meetings, or appearing for scheduled work shifts. If the student is not located within 24 hours of receiving the initial report, the College may notify the student's family, in addition to any additional emergency contacts the student has registered, to determine if they know of the whereabouts of the student.

If the student is an off-campus resident, appropriate family members or associates are encouraged to make an official missing person report to the law enforcement agency with jurisdiction over the matter. The Department of Public Safety will cooperate, aid, and assist the primary investigative agency in all ways prescribed by law. The Curry College Department of Public Safety has established partnerships with the Milton Police, State Police and the Norfolk County District Attorney's Office.

### CRIME STATISTICS

These crimes statistics listed in the table below reflect reported crimes, as required under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"). Statistics are accurate as of the date of publication. Any updates may be found at the Department of Public Safety website at <http://www.curry.edu/resources-and-services/student-services/safety.html>.

OFFENSE	On Campus			Residential Facilities			Non-Campus			Public Property		
	2013	2014	2015	2013	2014	2015	2013	2014	2015	2013	2014	2015
Murder/Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	2	3	0	2	3	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	2	3	17	2	3	17	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	3	0	0	0	0	0	0	0
Robbery	2	0	0	0	0	0	2	0	0	0	0	0
Sex Offenses, Forcible	5			4			0			0		
Sex Offenses, Non-Forcible	0			0			0			0		
Fondling		6	4		3	2		0	0		0	0
Rape		1	4		1	4		0	0		0	0
Statutory Rape		0	0		0	0		0	0		0	0
Incest		0	0		0	0		0	0		0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	7	2	3	7	2	3	0	0	0	0	0	0
Stalking	1	1	1	1	1	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	323	274	280	320	265	271	0	0	0	0	0	0
Drug Law Violations	111	97	31	103	93	31	0	0	0	0	0	0
Drug Arrest	0	0	1	0	0	1	0	0	0	0	0	0
Illegal Weapons Possession Arrest	0	0	1	0	0	1	0	0	0	0	0	0
Illegal Weapons Violations	1	0	0	1	0	0	0	0	0	0	0	0

HATE CRIMES	On Campus			Residential Facilities			Non-Campus			Public Property		
	2013	2014	2015	2013	2014	2015	2013	2014	2015	2013	2014	2015
Murder/Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	1	0	0	0	0	0	0	0	0	0	0
Destruction/Vandalism-Property	2	5	0	2	5	0	0	0	0	0	0	0
Based on Disability	0	0	0	0	0	0	0	0	0	0	0	0
Based on Gender	0	3	0	0	3	0	0	0	0	0	0	0
Based on Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0
Based on Race	2	0	0	2	0	0	0	0	0	0	0	0
Based on Religion	0	1	0	0	1	0	0	0	0	0	0	0
Based on Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0
Based on Gender Identity	0	1	0	0	1	0	0	0	0	0	0	0
Based on National Origin	0	1	0	0	0	0	0	0	0	0	0	0

N/A reflects statistics that are not mandated to be reported.