

Boston College
Campus Sexual Violence and Misconduct Response and Prevention Program

Introduction

Boston College attempts at all times to maintain a safe environment that supports its educational
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intercourse with a person and compelling such person to submit by force and against his/her will, or compelling such person to submit by threat of bodily injury.

and other misconduct, including a description of confidential and privileged University resources and an anonymous reporting option. The [Discriminatory Harassment Policy](#) describes reporting options, including an anonymous reporting, for employees, as well as students to report sexual misconduct on the part of faculty or staff.

The University strongly encourages, but does not require, students and employees to report sex offenses and to do so promptly. To report an incident, a student or employee may contact the Boston College Police ("BCPD") at 617-552-4444. For more information about the BCPD, which has the authority to make arrests, see the [Campus Law Enforcement Policy](#). A student may also contact the Student Affairs Title IX Coordinator at 617-552-3482./Artifact BM6 (o)-6.h-552

health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other available services. A list of available on- and off- campus resources, many of which are available to students and employees, is included in the [Student Sexual Misconduct Policy](#).

If a crime is considered to represent a serious danger or ongoing threat to members of the Boston College community, the Boston College Police will disseminate a timely warning.

Adjudication Processes

The University's processes for adjudicating complaints of alleged sexual misconduct are described in the [Title IX Harassment Policy](#), [Student Sexual Misconduct Policy](#), and the [Discriminatory Harassment Policy](#).

The University's processes are designed to be prompt, fair and impartial and are conducted by investigators and decision makers who are trained on an annual basis. A responding party will receive notice of an allegation of sexual misconduct that will include the date, time, and location, if known, of the alleged incident and a statement identifying the specific policy or policies violated. The standard of proof in the adjudication of complaints is the preponderance of the evidence. The responding party is presumed not responsible for the alleged conduct until a determination is made. The complainant and the respondent are entitled to the same opportunities to have an advisor of the party's choice present during any meeting related to the complaint and to present witnesses. The parties will have equal opportunities to review and inspect evidence obtained in the investigation that is directly related to the allegations. There may be restrictions on evidence considered by the investigators and/or decision makers, including evidence regarding prior sexual history or character evidence. In no event will the parties directly question each other at any time during

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may be entitled to take time off under the University's [Domestic Violence Leave Policy](#) or under another available leave policy (such as a paid or unpaid medical or personal leave). Employees who need time off to address issues related to domestic violence or other sexual misconduct are encouraged to consult with their supervisor or the Benefits Director to determine what, if any, leave may be available to them

Confidentiality

The University respects the privacy interests of students and employees who report incidents of sexual misconduct, and will protect the confidentiality of the individuals involved to the fullest extent possible. In responding to an affected student or employee's requests for academic, living, or working adjustments, the University will limit disclosures to the minimum necessary to make reasonable adjustments. The University does not include the names or other identifying information of sexual misconduct complainants in any publicly available documents, including any publicly available police reports, logs, or safety notices.

Approved: William P. Leahy, S.J.

Date: September 30, 2016

September 25, 2017 rev (to update department names/telephone numbers)

August 27, 2019 rev (to update department names)

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Exhibit A

SEXUAL MISCONDUCT PREVENTION,
TRAINING, AND EDUCATION PROGRAMS

"Bystander Intervention Education" is a mandatory peer-facilitated in-person sexual violence prevention program that focuses on the importance of prosocial bystander behaviors. The program is designed to empower Boston College first-year students to identify sexual violence as a form of oppression and intervene as a prosocial bystander in all instances of oppression.

The following ongoing prevention and awareness programs are provided to students:

"Speak Up BC" Bystander Intervention Education for Student Leaders is a presentation and discussion tailored to student leadership. The program is designed to engage upper-class student leaders to enable them to better understand and make use of their capacity as role models to effect cultural change among their peers and mentees. This program is provided to students who hold registered parties, student leaders in the undergraduate government, resident assistants, orientation leaders, athletes, and facilitators of BC's emerging leaders program.

Alcohol and Drug Education Program is an educational program that helps students better understand the relationship between alcohol and drug use and sexual assault perpetration and victimization. The program uses evidence-based research to decrease abuse during periods of peak activity throughout the academic year. Additionally, first-year students are also required to complete an online alcohol education course.

Wellness Coaching Initiative is an effort by the Center for Student Wellness that includes individual wellness coaching to develop personal goals and strategies to improve health behaviors. Wellness coaches meet with students on a range of topics, including: developing meaningful relationships, cultivating a satisfying social life, and finding belonging in your community.

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Sexual Assault Prevention for Graduate Students is an interactive online training designed to support graduate students' interactions with advisors, faculty members, peers, and undergraduate students (including when it comes to reporting options). The program provides links to the University's Student Sexual Misconduct Policy and Title IX Harassment Policy. It also includes a guide of on- and off-campus resources.

II. EMPLOYEES

The University offers a variety of training and education programs to employees intended to help them create and maintain an education and employment environment free from sexual misconduct, harassment and discrimination, and ensure that they have an understanding of applicable law and University policy concerning these issues.

On-line Training: The University, through the Human Resources Department, offers all employees comprehensive on-line training programs that address discriminatory harassment and sexual misconduct. The programs provide an overview of Title IX, the Violence Against Women Act, the Clery Act and University policy. The programs include: (i) an explanation of and definitions of prohibited behavior under University policy and Massachusetts law; (ii) a description of "safe and positive options" for bystander intervention; (iii) information on risk reduction; and (iv) information regarding the University's policies and procedures for prevention and response, including the University's Discriminatory Harassment Policy, the Clery Sexual Violence Response and Prevention Policy, and the Student Sexual Misconduct Policy. Human Resources also provides in-person training on these topics on request.

Education Sessions: The University, through the University Title IX Coordinator, provides regular and ongoing in-person education and awareness programs for departments, deans, faculty and staff regarding student sexual misconduct. These programs are directed to faculty and staff who regularly interact with students and are tailored to the specific audience. They include an explanation of Title IX and its application to sexual misconduct and foster an understanding of the audience's role in helping the University meet its obligation to respond appropriately to a student disclosure of sexual misconduct, including discussions regarding how to discuss the issue of confidentiality and the limits on confidentiality, how to refer a student to appropriate University resources, and the obligation to inform the Student Affairs Title IX Coordinator about any disclosure of sexual misconduct by or against any student.

Faculty and Staff "Step-by-Step" Guide: The Student Affairs Title IX Coordinator distributes a one-page resource and information sheet to faculty and staff to assist them in responding to student disclosures

of sexual misconduct. The one-pager includes suggestions on how to handle a disclosure, information on how to support students, student options for filing a complaint, directions for contacting the Student Affairs Title IX Coordinator, and a list of on- and off-campus resources.

In addition to the above, the University also provides education programs that are targeted to specific faculty and staff who have key roles in the University's sexual misconduct prevention and response efforts. These programs include:

Sexual Misconduct Investigators: The University ensures that any employees responsible for investigating sexual misconduct complaints against students are trained annually on sexual misconduct, trauma and victimology, relevant University policies and law, appropriate interviewing techniques, assessing evidence and credibility, and the importance of impartiality and promoting accountability.

Residence Life Staff: All Residence Life staff members receive enhanced training regarding alcohol, emotional wellbeing, and recognizing signs of sexual misconduct and other forms of sexual, gender-based, and interpersonal violence. Residence Life staff is also provided in-depth training on the Student Sexual Misconduct Policy, how to report sexual misconduct, and how to support a student reporting sexual misconduct, including informing students about available University resources and assisting students in seeking interim measures, such as no contact and university stay away orders, housing

intersectionality, theatrical performances, trauma-informed art therapy, and a speaker series that includes well-known outside speakers.

Rape Aggression Defense Courses: The Boston College Police Department offers numerous 12-hour Rape Aggression Defense (R.A.D.) courses which include lecture, discussion and self-defense techniques for men and women.

Prevention and Response Awareness Poster Campaign: Residence Life, in partnership with the Women's Center, provides informational posters in first year residence hall community bathrooms to inform students of the University's resources and responses to sexual misconduct.

Sophomore Bystander Intervention Campaign: This social marketing campaign for sophomore students promotes active pro-social bystander behavior. The campaign features many well-known Boston