



**Olin College**  
of Engineering

## 2024 Annual Security & Fire Report

Contains crime statistics for 2023, 2022 and 2021

# CAMPUS SAFETY AND SECURITY PROGRAM

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# CAMPUS SAFETY AND SECURITY PROGRAM

## CAMPUS SAFETY AND SECURITY PROGRAM

In compliance with the **Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act**, Franklin W. Olin College of Engineering publishes and makes available to any prospective student or employee upon request a copy of the College's annual security report.

The Student Right to Know and Campus Security Act was signed into law in November 1990. Title II of this act was known as the Crime Awareness and Security Act. It requires institutions participating in the student financial aid program under Title IV of the Higher Education Act of 1965 to disclose information about campus safety policies and procedures and to provide statistics concerning certain crimes that occur on campus. It was amended and renamed the Jeanne Clery Act in October 1998. In March 2013, the Violence Against Women Reauthorization Act of 2013 (VAWA) was signed into law. These changes require institutions to disclose statistics, policies and programs related to dating violence, domestic violence, sexual assault and stalking among other changes. In compliance with the act, Olin College of Engineering publishes and distributes this information by October 1<sup>st</sup> of each year.

Olin College's annual security report includes statistics for the previous three years concerning reported crimes and violations of College policy that occurred on campus, in certain off-campus buildings owned or controlled by Olin College, and on public property within or immediately adjacent to and accessible from campus. The report also includes institutional policies concerning campus security, reporting of crimes, safety notification procedures, crime prevention and educational programs and policies concerning alcohol and drug use, sexual assault, Title IX violations or complaints and other matters. The procedures for preparing the annual disclosure of crime statistics to the college community are obtained from the following sources: the Public Safety Department, Needham Police Department, Massachusetts State Police and all other mandated Olin College Campus Security Authorities. A written request for statistical information is made on an annual basis to all designated Campus Security Authorities. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported.

You can obtain a copy this report by contacting the Public Safety Department at 781-239-5555, accessing the website <https://www.olin.edu/about-offices-and-services-facilities-services/public-safety> or send your request in writing to:

Olin College of Engineering  
Public Safety Office  
1000 Olin Way  
Needham, MA 02492-1200

# CAMPUS SAFETY AND SECURITY PROGRAM

## CAMPUS SECURITY AUTHORITIES (CSAs)

CSAs include any member of the Olin College Public Safety Department, any individual who has responsibility for security, but who is not a member of the Public Safety Department, any individual identified by the College as someone to whom a crime should be reported; and any College official who has significant responsibility for student and campus activities. Individuals who fall under this definition may vary among department and area, including but not limited to the following:

- Director of Non-discrimination Initiatives and Title IX/Section 504 Coordinator
- Dean of Student Affairs
- Associate Director of Residence Life
- Graduate Hall Director(s)
- Director of Campus Operations
- Chief Human Resources Officer
- Director of Benefits and Compensation
- Associate Director of Talent and Engagement and Deputy Title IX Coordinator
- Human Resources Generalist

All CSAs should encourage any party that reports a safety or security concern to report directly to the Public Safety Department as soon as possible. All CSAs must immediately notify the Public Safety Department of a crime or incident surrounding security.

## PUBLIC SAFETY DEPARTMENT

The Public Safety Department provides law enforcement, security, emergency services, medical services, safety escorts, fire safety detection, parking enforcement and crime prevention initiatives for all property owned by the College, 24 hours a day, seven days a week. The Public Safety Department continues to follow best practices and is a fully accredited police department through the Massachusetts Police Accreditation Commission.

The department is dedicated to creating an inclusive environment in which students, staff, faculty, and visitors feel they are treated fairly and with respect. The department focuses efforts on a team building approach with community members and groups to focus on resiliency, overall wellness, problem solving and solution building and safety of the community. Annually, the department recognizes numerous strategic goals for the department and the College including:

- Further development and implementation of the Olin College Emergency Preparedness Plan with a focus on training and exercise and expanding both internal and external partnerships.
- Assessing the utilization and integration of security technology and safety throughout campus.
- Focusing on the integration of Diversity, Equity, Inclusion and belonging through community engagement and in all aspects and functions of the department.



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Upon completion of the Police Academy or other recognized equivalencies, police officers have full law enforcement powers on College property as special state police officers under Massachusetts General Law Chapter 22c, section 63. As stated in M.G.L. c. 22C, s. 63, police officers have jurisdiction “in or upon lands or structures owned, used, or occupied by...Babson and Olin College.” The main campus of Olin College is in Needham, Massachusetts. Officers are expected to learn the specific boundaries of all College sites to which they may be sent, and they are to be completely familiar with the boundaries of the main campus. Each employee must also complete at least 40 hours of additional classroom and practical training a year, and must demonstrate safety and proficiency with issued equipment, such as firearms, in compliance with the state requirement. In addition, all employees are frequently assigned to specialized training programs to enhance their professional development. If you have a complaint about the service provided by the Public Safety Department, please contact the Shift Supervisor or the Office of the Chief of Police at 781.239.5555.

The Public Safety Department maintains a close working relationship with the surrounding jurisdictions including Needham and Wellesley Police and Fire Departments, including regular meetings and training initiatives. Through coordination with local law enforcement agencies, any reported criminal activity engaged in by students at off campus locations is monitored and reported to the Office of Student Affairs and Resources. The department has radio communications interoperability through the Boston Area Police Emergency Radio Network (BAPERNet) Areawide 3 and has access to law enforcement databases as a member of the Massachusetts Department of Criminal Justice Information Services.

A Memorandum of Understanding agreement exists between the Towns of Needham and Wellesley Police Departments and the Public Safety Department outlining the reporting and investigative responsibilities for each department. The allocation of responsibilities is reviewed periodically, and administrators of the Public Safety Department meet regularly with both the Needham and Wellesley Police and Fire Departments. The Public Safety Department also maintains a working relationship with other law enforcement agencies, including, but not limited to, the Massachusetts State Police, the Norfolk County District Attorney’s Office and the Massachusetts State Fire Marshal’s Office.

## RESPONSIBILITY TO REPORT CRIMINAL OR SUSPICIOUS ACTIVITY

### Community Responsibility for Reporting All Criminal or Suspicious Activity

Olin College strives to provide a safe learning, living and working environment for its students, employees and visitors. It is the responsibility of all Olin College community members to notify Public Safety of any criminal or suspicious activity that they have witnessed, experienced, or have been told that another person has witnessed or experienced. All complaints will be fully investigated. Olin College will respond promptly and appropriately to all reported incidents.

### Threats and Violence to Community Members

Threats or violent behavior of any kind expressed to a community member or visitor whether on campus or off campus will not be tolerated. Any individual who makes substantial threats, exhibits threatening behavior, or engages in violent acts will be removed from the premises as quickly as safety permits and will remain off the property pending the outcome of an investigation.

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## **Reporting Workplace Threats and Violence**

It is the responsibility of all Olin College personnel to notify the Public Safety Department of any threats that they have witnessed, received, or have been told that another person has witnessed or received. All complaints will be fully investigated. Olin will promptly respond to any incident or suggestion of violence. Violations of the policy can lead to disciplinary actions up to and including dismissal and criminal prosecution.

## **REPORTING CRIMINAL OR SUSPICIOUS ACTIVITY**

The Public Safety Department is charged with providing law enforcement and other emergency services to the Olin and Babson College communities. All complaints will be investigated, and any violations of law or College policy can result in the filing of criminal charges and/or referral to the appropriate campus area (i.e., Student Affairs and Resources or Human Resources). When a victim of a crime elects to or is unable (physically/mentally) to make such a report, the department will make all attempts to document the investigation. In certain cases, such investigations are carried out in conjunction with local, state, or federal law enforcement agencies.

### **Reporting Incidents to the Police**

The College community can contact Public Safety using the on-campus extension 5555, or, if calling from a cell phone or off campus location at 781.239.5555. Community members may discuss concerns and issues of safety and security directly with the Public Safety staff at the Olin College satellite Public Safety office located in East Hall or at the Public Safety main office on Sullivan Way on the Babson College campus.

### **Reporting Incidents to other College Officials**

Students may report incidents to Student Affairs and Resources, their Resident Resource (R2) within the residence halls, faculty or staff members or fellow students. Employees may report incidents to their respective department heads or Human Resources.

### **Emergency Telephone System**

Emergency telephones are in designated parking lots, at the front entrances of buildings and in elevators. These telephones allow the community members to contact Public Safety via emergency call buttons and telephone communication (see attached map).

### **Confidential Caller Telephone Line**

The Public Safety Department recognizes the importance of having the Olin community's assistance to effectively perform its duties. In an effort to encourage calls from those members of our community who would not normally contact Public Safety whenever they have complaints, concerns or information, Public Safety has installed a confidential call telephone line. Although the members of the Department prefer to converse with individuals, we acknowledge that some people wish to leave information anonymously that does not require immediate response. To protect the identity of callers, all calls received on the confidential caller telephone line will be directed to an answering machine that does not have caller ID. The telephone number for this line is 781-237-8164 and is not monitored 24/7.

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## Incident Reporting System

Consistent with Olin's Core Institutional Value of Institutional Integrity and Community, the College instituted a service called **EthicsPoint**. This system is an enhancement of, not a replacement for, existing resources and policies/procedures. EthicsPoint enables community members to submit a report via the Web ([olinedu.ethicspoint.com](http://olinedu.ethicspoint.com)) or by calling the toll free number (844-548-0642) that is available 24 hours a day, 7 days a week.

The campus issues you may report via EthicsPoint are broad in scope and include, but are not limited to, the following: campus safety or security concerns, code of ethics violations, business conduct violations, discrimination, harassment, and sexual or interpersonal misconduct. Emergencies and life-threatening situations should not be reported through EthicsPoint; they must be reported directly to Public Safety (781-239-5555) to ensure a timely response. Olin does not tolerate retaliation against individuals who report concerns in good faith. Based on the nature of the concern, the report will be assigned to the appropriate Olin administrator.

## Emergency Notification System

In the event of an emergency, the College has a comprehensive Emergency Action Plan which includes an on-demand Emergency Notification System (RAVE Mobile Safety) and response system from members of the Crisis Response Team. In appropriate circumstances, the department issues Public Safety advisories and emergency notifications by utilizing texts, phone calls and emails throughout the campus to advise members of the campus community of actual or suspected criminal activity and other emergencies.

## CAMPUS AND BUILDING SECURITY

Under normal circumstances, most campus buildings and facilities, with the exception of residence halls, are accessible to the members of the community as well as guests and visitors during normal business hours, Monday through Friday, and for designated hours on Saturdays and Sundays during the school year (excluding holiday periods). Exterior doors on residence halls are locked 24 hours a day. Academic and administrative buildings are secured at the conclusion of normal scheduled business hours.

Electronic card readers control access to residence halls and access is available to all authorized resident students via their Olin identification card. Guests and visitors who wish to enter residence halls should call their hosts. The residence halls are equipped with alarms, which will detect unauthorized access as well as doors that have been propped open. These alarms are monitored at the Public Safety Department Communications Center, and Police Officers are dispatched to investigate alarm violations reported. The Public Safety Department, Student Affairs and Resources, and Administrative Services and Innovation are involved in making decisions about the maintenance and security of campus facilities and should be contacted with questions regarding these areas.

## Campus Identification Cards, Card Access Program and Key Control

All community members are issued picture identification cards, which they should carry at all times while on campus. In addition to providing identification, these cards allow community members access to authorized doors located throughout the campus as well as for use at Dining Hall. Community members may also be issued keys to college buildings and rooms they have been authorized to use if appropriate to their role. Lost or damaged cards or keys should be reported immediately to [buildingaccess@olin.edu](mailto:buildingaccess@olin.edu).

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## Security Camera System

A security camera system records video of selected interior and exterior areas of the College for security and operational reasons. The cameras record 24/7 but are not monitored 24/7. Recorded footage is retained for a limited period of time. The cameras assist the College in monitoring and investigating any public safety or other operational issues occurring on campus. Public Safety has the responsibility and authority to coordinate with other offices as necessary, as well as other College officials, to effectively select, coordinate, operate, manage, and monitor the College's security camera system.

## Repairs to the Olin Campus

Community members are encouraged to report all security related repairs (e.g., broken locks, doors, lights out, etc.) through the Facilities Services workorder system at <https://www.olin.edu/about-offices-and-services/facilities-services>. Repairs are made by Facilities personnel and/or certified service vendors in a timely manner. Public Safety should be notified of an immediate safety/security concern at 781-239-5555.

## MEDICAL EMERGENCIES AND FIRST AID

### Emergency Medical Care

The Public Safety Department members are all trained basic first aid responders and participate in annual training. Before treating anyone for an injury, please contact Public Safety at 781.239.5555. They have direct contact to the Needham Ambulance and area hospital and will coordinate the appropriate evaluations and transportation if needed.

### First Aid Kits

First aid kits are located at the front entrance of each laboratory, project workspace, classroom and kitchen area. Each first aid kit is supplied with basic first aid supplies to handle minor injuries.

### Automated External Defibrillators (AEDs)

Automated External Defibrillators (AEDs) are in marked cabinets at the 1<sup>st</sup> floor elevator banks of each building. An alarm notifies Public Safety any time these cabinets are opened to make assistance available to users and prevent vandalism. The Public Safety vehicle is also equipped with a portable unit.

## FIRE SAFETY

Olin College is covered by a fire alarm system that provides the residence halls and other buildings with automated fire detection and/or prevention systems that are monitored 24 hours a day, 7 days a week. All Olin College buildings are equipped with fire pull boxes, alarms, emergency strobe lights, and emergency lighting. When an alarm sounds, automated signals are sent to both Public Safety and the Needham Fire Department to ensure a fast response; this connection was recently upgraded. Campus Operations, Fire and Public Safety personnel can review the status of all alarms at any building panel or in the Public Safety Communication Center. An Emergency Annunciation System will notify all occupants of an alarm in the building by voice, sound, and visual signal. The emergency notification system can be used by Fire and Public Safety personnel to coordinate emergency evacuations of the building(s) during any emergency. All main campus building fire alarm systems are connected to the College's emergency generator and will operate life safety systems including all fire safety equipment, sprinkler systems, hallway lighting, exit



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doors, and lighting in all emergency exit stairwells. All fire and life safety systems are inspected and tested by third party service providers to meet the life safety systems code compliance requirements.

## Main Campus Buildings

The main campus buildings are all connected to both the College's Public Safety Communication Center and the Town of Needham Fire Department. All alarms are immediately transmitted to both communication centers. All buildings are fully sprinklered and have smoke and heat detectors located throughout the buildings.

## Residence Halls

All residence halls have approved carbon monoxide detection systems which immediately transmit an alarm to the Public Safety Communication Center. Emergency evacuation maps posted in each residence hall room outlining the primary and secondary means of exiting the building during an emergency.

Rules on portable electrical appliances, smoking and open flames in a student housing facility:

For reasons of safety, other than the microwave provided by the college, cooking equipment of any kind is not allowed in individual student rooms. This includes hot plates, toaster ovens, hot pots, immersion heaters, fry pans, air fryers, etc.

The following are prohibited in college residence halls:

- Overloading of electrical outlets
- Torch-style halogen lamps that use tubular halogen bulbs
- Extension cords (use UL power strips instead)
- Tampering with electrical or lighting fixtures
- Open and enclosed flames
- Storage or use of flammable fluids that present a fire hazard
- Ceiling hangings or furniture that obstruct fire or smoke detectors or sprinklers
- Items attached to or hanging from windows
- Decorations that present a fire hazard
- Refrigerators not provided by the college and other major kitchen appliances
- Water beds, hot tubs and Jacuzzis
- Installation of outside antennae or other exterior devices
- Smoking
- The use or storage of power tools (e.g., 3D printers, soldering irons, electric saws, sanders, drills, routers, etc.) or motorized vehicles

## Great Plain Avenue Buildings

The Great Plain Avenue buildings (Tesla House, Edison House, Curie House, DaVinci House and 36 Curtis Road) are not connected to the College's Public Safety Communication Center or the Town of Needham Fire Department. The Great Plain Avenue buildings are not equipped with sprinklers. The buildings are equipped with smoke and carbon monoxide detectors. All alarms sound locally within the building, and the

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Public Safety Department must be notified, and a Public Safety Officer will be dispatched to inspect the property, and if necessary, will notify the Needham Fire Department of a fire emergency.

## Testing

All fire and carbon monoxide detection systems, building sprinkler systems, fire extinguishers and fire hydrants are tested as outlined by the designated state and local laws and regulations as well as College insurance requirements.

## Fire Prevention

All students in residence on campus receive basic fire evacuation training at the beginning of each semester. Fire drills in all residence hall buildings are held at least annually in coordination with Public Safety and the Needham Fire Department. The town fire inspectors make unannounced inspections of the campus throughout the year. The College's insurance company inspects the campus on an annual basis as well.

If a pulled alarm box or activation of the alarm system is determined to be malicious, disciplinary action may be taken, including revocation of campus housing privileges, suspension, or expulsion from Olin for students or referral to Human Resources for disciplinary action for employees. Violators will be reported to the Needham Fire Departments for possible criminal prosecution.

Olin College upgrades life safety systems during scheduled construction and renovation projects and allocates additional funding as necessary for the installation or upgrade of the existing life safety systems. The college maintains its buildings at or above regulatory requirements.

## CAMPUS EMERGENCIES (Timely Warning, Emergency Notification, and Emergency Preparedness)

### Timely Warning Policy

The Executive Director/Chief of Police or their designee is responsible for issuing timely warnings in compliance with the Jeanne Clery Act, 20 U.S.C. A timely warning is defined as what is considered by the institution to represent a serious or continuing threat to students and employees. Timely warning notices are usually distributed for the following Uniformed Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) classifications: arson, criminal homicide, and robbery. Cases of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by campus officials. Accordingly, the Public Safety Department will continuously and diligently work and coordinate with the Needham Police Department and other law enforcement agencies to address exigent public safety concerns. Anyone with information warranting a timely warning should report the circumstances to the Public Safety Department. The decision to issue a timely warning shall be decided on a case-by-case basis in compliance with the Clery Act and will consider all available facts. The timing of the notification shall be based upon whether the crime is considered a serious or continuing threat to students or employees and the possible risk of compromising law enforcement efforts.

### Timely Warning Procedure

When determining if a timely warning should be issued, appropriate college officials will communicate promptly to the Public Safety Department to assess the information and establish the most appropriate

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means of communication while at the same time considering ongoing law enforcement efforts. This may include taking one or more appropriate steps to ensure timely notification: Emergency Notification System (RAVE mobile), issue a broadcast email to the community of the timely warning notice, utilize the college website and social media sources, distribute flyers around campus, post the warning on the computerized electronic screens throughout campus, place a recorded message on the INFO line 781-239-4636 (HELP). Such warnings may include but are not limited to: description of what occurred, type of crime, date, time, location of the incident and suspect description.

## Emergency Notification

The College utilizes a mass emergency notification system (RAVE Mobile Safety) to provide on-demand notification and response. The contact information that each community member enters into their self-registration page is used to notify community members in the event of a crisis. This system will send out messages through several methods and the system is tested twice a year (fall and spring semesters). Olin College will, without delay and considering the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgement of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Olin College uses several different methods of notification to alert students, faculty, staff, and others in an emergency. These include:

- Text, phone, and email alerts through the emergency alert system (RAVE Mobile Safety)
- Email alerts sent to the Olin.edu email addresses of all students and employees
- Posting information on Olin's main webpage  
<http://www.olin.edu/>

In case of an emergency, these systems will provide information about the nature of the emergency, what to do and where to get additional details. Emergency updates and further information will be provided by posting to the listed websites, emails to the College community and other methods as needed. It is recommended that persons do not call 911 or Public Safety unless truly an emergency (Police, Fire, Ambulance).

## Emergency Response and Evacuation Procedures

Within its educational framework, Olin College has in place plans to provide for appropriate response to all types of emergencies and procedures for evacuation.

The College has instituted an All-Hazards Emergency Operations Plan to provide for the safety of students, faculty, staff, and visitors in the event of an emergency on campus including evacuation procedures. The All-Hazards Emergency Operations Plan establishes policies, procedures, and organizational structure for response to emergencies that are of significant magnitude to cause a disruption of all or portions of the College. This plan outlines the response to these critical incidents such as natural and man-made disasters, pandemics, acts of terrorism, civil disturbances, bomb threats, mass arrests, hostage/barricaded person situations and other unusual incidents. It is the objective of Olin College to be consistent with the same incident management system (ICS Incident Command System) that is utilized by our town, county, and

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state emergency response partners. The development of this plan has been consistent with and linked to regional plans of the Town of Needham and the Massachusetts Emergency Management Agency.

The College has determined threat level classifications as a guide to emergency responses and communication.

## Threat level Classifications

### LEVEL 1: Administrative Notification/Localized Issue

ACTION: Update community as needed through personal contact, email, website, and postings/handouts.

### LEVEL 2: Monitor/Standby

ACTION: Update community as needed through personal contact, email, website, and postings/handouts.

### LEVEL 3: Alert

ACTION: Alert and update community as needed through emergency notification system (RAVE Mobile Safety), email, Olin/Babson home page and emergency preparedness website, update INFO line directing inquiries.

### LEVEL 4: Emergency

A catastrophic emergency event involving the entire campus and surrounding community. Immediate resolution of the disaster, which is usually multi-hazard, is beyond the emergency response capabilities of campus and local resources (e.g., earthquake, major hurricane, or act of terrorism that would require State and Federal assistance).

ACTION: Alert and update community as needed through emergency notification system (RAVE Mobile Safety), email, Olin/Babson home page and emergency preparedness website, update INFO line directing inquiries.

The plan's goal is to preserve life, property, and the continuity of campus operations. The overall objective is to ensure the effective management and coordination of College resources in preparing for and responding to situations requiring minor (e.g., residence hall), moderate (e.g., building or buildings and/or area or areas), or full-scale (entire campus) evacuation.

The Evacuation Plan establishes an organizational structure for evacuation, decision making, general evacuation priorities and guidelines, and specific building evacuation procedures for response to an emergency at the college. The plan describes the roles and operational responsibilities of designated college personnel during an evacuation emergency and the responsibilities of both internal and external departments, including Wellesley and Needham Police and Fire Departments. The college conducts regular drills on campus to include full evacuation of all residence halls through fire alarm testing annually and all administrative buildings bi-annually. All buildings on campus have detailed evacuation procedures posted throughout the building and the community is regularly advised of this information during exercises and drills.

The Evacuation Plan revolves around the concept of All-Hazards planning, is intended as a core college response plan that is generic for any type of evacuation incident or situation and is used as a foundation for more specific evacuation plans layered on this plan for each building on campus. It is organized around the

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core operational considerations associated with the management of emergencies as outlined by the Federal Emergency Management Agency (FEMA).

Members of the Incident Response Team meet periodically to discuss procedures and debrief incidents as well as participate in an annual Emergency Preparedness tabletop exercise and other training with the Public Safety Department. The Public Safety Department prepares for and responds to all emergency situations in a safe, effective, and timely manner. Appropriate College personnel and supporting resources are to be used to accomplish the following priorities:

- Protection of students, faculty, staff, and visitors
- Assessment of the situation and damages, dispatch of Public Safety personnel and equipment, and maintenance of life safety support
- Preservation of campus resources and restoration of general campus operations

## PUBLIC SAFETY AND CRIME PREVENTION INFORMATION

The Public Safety Department presents various crime prevention and community engagement programs throughout the year. These education and awareness efforts encourage the reporting of ALL incidents and any suspicious activity to the proper authority. The Public Safety Department is responsible for the enforcement of College rules and regulations and investigating violations of local, state, and federal laws. Staff and students can help prevent crime on campus by keeping doors and windows locked and reporting any suspicious activity to the Public Safety Department immediately. Crime awareness and prevention is a primary objective of the Public Safety Department. To achieve this goal, the department stresses eliminating or minimizing criminal opportunities and encourages members of the campus community to be cognizant of their own safety and the safety of others. Community cooperation and involvement in campus safety is absolutely necessary. Students must assume responsibility for their own personal belongings by taking simple, commonsense precautions.

The Public Safety Department is continually involved in discussion groups and presentations regarding residence hall security during all first-year orientation programs as well as community policing initiatives throughout the year. Annual presentations are available that focus on issues such as keeping doors locked, CPR and first aid, Workplace Safety, Managing Crisis in the Community and reporting suspicious persons or activities to the Public Safety Department so crimes can be prevented.

The Public Safety Department makes information and recommendations in the area of crime awareness and crime prevention available to various campus publications through the website, email messages and social media. The Public Safety Department may post information, leaflets, and posters around the College regarding crime prevention issues as well as provides in the lobby and community policing programs. The following is a list of programs and services provided by Public Safety to promote crime prevention and awareness:

### Police and Fire Log

The Public Safety Department provides a daily crime log that is accessible to the public 24 hours a day which gives students and all community members information on incidents that have occurred on campus.



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This log is provided to promote community awareness of incidents occurring on campus and to assist in their prevention.

## **Website and Social Media**

The Public Safety Department utilizes the website and social media (Facebook) to promote crime prevention initiatives as well as information sharing.

## **Crime Prevention Message**

If it is appropriate, a crime prevention message may be included in community newsletters suggesting future preventative measures to avoid the occurrence of further incidences.

## **Community Advisory Program**

The Public Safety Department Community Advisory Program sends messages to the campus community through the college computer electronic mail service. The Community Advisory Program may provide information pertaining to a crime prevention initiative and education or a timely notice to the college community regarding current information on incidents occurring on campus whenever such incidents are considered by the college to represent a threat to the community and offers crime prevention suggestions.

## **New Student and Family Orientation**

During orientation for new students, the Public Safety Department, in conjunction with Student Affairs and Resources, presents programs for students regarding residence hall and community security. As part of these programs, officers visit resident halls to discuss various issues regarding campus safety with students.

## **Group Meetings**

Community policing members regularly meet with student groups and organizations to discuss different topics of concerns or safety issues.

## **Personal Safety Escort Service**

The Public Safety Department provides a personal safety escort 24/7 upon request. The Public Safety Department will dispatch a police officer or other designated staff member to any location on campus to accompany community members to their destinations on campus. Public Safety staff will make every effort to accommodate your request in a timely manner. There may be times when this service is delayed. Contact the Public Safety Department anytime at 781.239.5555 if you need an escort.

## **Basic Self Defense Training Classes**

The Public Safety Department has access to specifically trained instructors certified to teach basic self-defense programs.

## **Transportation**

The college also allows students who obtain certified driver training, the use of the Olin College passenger van for college related activities. Limitations are placed on the use, time, and destination in order to make the service available to the majority of community members. Please contact Facilities for further information.

The college in conjunction with Wellesley and Babson Colleges runs van service among the three colleges and local transportation hubs in the Greater Boston area. Schedules are determined each academic year pursuant to ridership surveys among the colleges.

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## SEX OFFENDER REGISTRATION

In accordance with the “Campus Sex Crimes Prevention Act” of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act, and the Family Educational Rights and Privacy Act of 1974, Public Safety is providing a link to the Commonwealth of Massachusetts Executive Office of Public Safety Sex Offender Registry. This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice of each institution of higher education in that State at which the person is employed, carries a vocation, or is a student. In the Commonwealth of Massachusetts, convicted sex offenders must register with the Sex Offender and Crimes Against Minors Registry maintained by the Executive Office of Public Safety.

The Sex Offender Registry outlined in Massachusetts General Law 178 establishes guidelines on the type of offender information available to the public. The registration requirements of the Sex Offenders Registration Act are intended to provide the people of this state with an appropriate, comprehensive, and effective means to monitor those persons who may pose such a potential danger to the public.

Information is available at the following link:

<https://www.mass.gov/orgs/sex-offender-registry-board>

### Sex Offender Registration Inquiries

Sex offender information may be obtained upon request at local police departments or through the Sex Offender Registry Board which can be accessed on the Public Safety website:

<https://www.babson.edu/public-safety-department/safety-and-crime-prevention/>

## MISSING STUDENTS

The purpose of this protocol is to establish procedures for the college’s response to reports of missing students. This protocol applies to a student who resides in campus housing and is determined through a third-party report to be a “missing person.” **For purposes of this protocol, a student may be considered to be a missing person if the person’s absence is contrary to his/her usual pattern of behavior and unusual circumstances may have caused the absence.** Such circumstances could include, but not be limited to, a report or suspicion that the missing person may be the victim of foul play, has expressed suicidal thoughts, is drug dependent, is in a life-threatening situation, or has been with persons who may endanger the student’s welfare. This protocol does not impose any obligation upon the College to continuously “check” on the whereabouts of any student.

### SUMMARY OF PROTOCOL

In the case of a student determined to be a missing person, the Dean of Student Affairs, the Executive Director of Campus Safety/Chief of Police and their respective staffs will work to ensure that appropriate

# **CAMPUS SAFETY AND SECURITY PROGRAM**

members of the campus community (staff, faculty and students) and parents are notified, and services and resources are effectively used. Outside law enforcement assistance will be sought appropriately and College services and resources will be made available to assist in finding the missing person as soon as possible.

## **PROCEDURES FOR DESIGNATION OF EMERGENCY CONTACT INFORMATION**

- A.** Students age 18 and above, emancipated minors and those who have not identified a contact person

Students will be given the opportunity during each year to designate an individual or individuals to be contacted by the College no more than 24 hours after the time that the student is determined to be missing in accordance with the procedures set forth below. A designation will remain in effect until changed or revoked by the student. All contact information provided by the student will be registered confidentially. This information will be accessible only to authorized campus officials and it may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.

- B.** Students under the age of 18

In the event a student who is not emancipated is determined to be missing pursuant to the procedures set forth below, the College shall notify a custodial parent or guardian no more than 24 hours after the student is determined to be missing in accordance with the procedures set forth below.

- C.** Time frames for reporting to emergency contacts, parents, or spouse

The above stated time frames shall be accelerated under appropriate circumstances. If foul play is suspected, contact should be made as soon as sufficient information has been confirmed. Such contact shall be made by the Dean of Student Affairs or the Executive Director of Campus Safety/Chief of Police. Name and phone numbers should be left with the parents.

## **NOTIFICATION PROCEDURES FOR A MISSING STUDENT**

- A.** A missing person report may be initiated by any member of the campus community or by a third party. For example, it may begin with a roommate notifying a Residence Resource (R2) or with a parent notifying the Office of Student Affairs and Resources.

- B.** The Public Safety Department and Dean of the College shall be promptly advised of any such report.

- C.** The Public Safety Department will gather all essential information about the missing student from the reporting person and from the student's acquaintances: description, clothes last worn, where the student might be, who the student might be with, vehicle description/license and information about the student's physical and mental well-being. The Public Safety Department has a detailed Well-Being Checklist that Officers shall follow and fill out appropriately throughout the investigation.

- D.** The following specific information and materials shall be promptly assembled, and contacts made, in response to any such report:

# CAMPUS SAFETY AND SECURITY PROGRAM

1. Personal information: Student's full name, ID, mailbox, hall assignment/local address, room, phone number, cell phone number, class, date of birth, country of citizenship and any email addresses (College and secondary)
  2. Home address, parents' names, address, phone numbers and cell phone numbers
  3. Recent photograph
  4. Class schedule: Last known class attended, faculty name
  5. Meal card: Location and time of last known meal eaten
  6. ID card: Last known swipe in a residence hall or other building
  7. Roommate(s): names, phone numbers, cell phone numbers
  8. Resident Resource (R2): Name, phone number, cell phone number
  9. Identity of last known person in contact
  10. Health Services: Any medical conditions or medication that student needs, any mental health services the student may have sought
  11. Area hospital contacted
- E. Appropriate campus staff will be notified to aid in the search for the student.
- F. Arrangements for the parents to come to campus should be made, if necessary.

## COMMUNICATIONS ABOUT MISSING STUDENTS

- A. In cases involving a missing student, law enforcement personnel are best situated to provide information to the media that is designed to elicit public assistance in the search for a missing person. Therefore, all communications regarding a missing student will be handled by the Public Safety Department in consultation with the Dean of the College and by outside law enforcement authorities. The College's Office of Marketing and Communication will render all required assistance.
- B. All inquiries to the College regarding missing students, or information provided to any individual at the College about a missing student, shall be referred to the Public Safety Department, who shall refer such inquiries and information to other law enforcement authorities or Office of Marketing and Communication.
- C. Prior to providing the College community with any information about a missing student, the Public Safety Department and, as appropriate, external law enforcement authorities shall be consulted to ensure that communications do not hinder the investigation.
- D. Where appropriate, paper flyers, email and the Emergency Notification System (*RAVE MobileSafety*) may be used to assist in seeking information about a missing student.

## FOLLOW-UP

# CAMPUS SAFETY AND SECURITY PROGRAM

- A.** If the student is found quickly with minimum response, all offices that were contacted should be notified that the student has been located. After contacting the parents, if they have been contacted, the Dean of the College, as the case may be, should meet with the student and arrange for any follow-up actions.
- B.** If the student is found, but after law enforcement has been notified, the Public Safety Department should report that the student has been located. After contacting the parents or spouse and various offices on campus, if they have been contacted, the Dean of the College, as the case may be, should meet with the student and arrange for any follow-up actions.
- C.** If the student is found dead/seriously injured, the appropriate crisis protocols should be followed.

## OFF-CAMPUS OR COMMUTER STUDENTS

When an off-campus and/or commuter student is believed to be missing, the Public Safety Department should immediately notify the appropriate external law enforcement authorities. The Public Safety Department will assist external authorities with these investigations as requested.

## ALCOHOL AND DRUGS

### Drug-Free Schools and Communities Act (Public Law 101-226)

Students at Olin College must be aware their behavior with respect to alcohol and other drugs is constrained by two sets of rules: Massachusetts state law and the College's policies, which reflect the concern for the health and well-being of its students.

### Massachusetts State Law

#### Alcohol

Massachusetts state law subjects an individual to fines ranging from \$300 to \$1,000, loss of driver's license, and/or imprisonment for the following acts:

- Sale or delivery of alcohol to anyone under 21 years of age
- Possession, purchase, delivery, or transportation of alcohol by anyone under 21 years of age
- Misrepresentation or falsification of identification to purchase alcohol

No person shall possess or consume an alcoholic beverage as defined by M.G.L. Chapter 138, Section 1, as amended, within the limits of any park, playground, public land, or public building owned or under the control of the Town of Needham or Wellesley.

#### Drugs

The possession, use, or distribution of illegal drugs is prohibited by federal law. There are strict penalties for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction.



# CAMPUS SAFETY AND SECURITY PROGRAM

Massachusetts has criminal penalties for use of controlled substances, or drugs, with penalties varying with the type of drug. In general, use of narcotic and addictive drugs, and drugs with high potential for abuse, have heavier penalties. Possession of drugs is illegal without valid authorization. While penalties for possession are generally not as great as for manufacture and distribution of drugs, possession of a relatively large quantity may be considered distribution. Under both state and federal laws, penalties for possession, manufacture, and distribution are much greater for second and subsequent convictions. Many laws dictate mandatory prison terms, and the full minimum term must be served.

## Marijuana

On November 8, 2016, the Commonwealth of Massachusetts enacted a change in law regarding the possession of marijuana. The new law regarding possession outside one's primary residence is as follows:

Persons 21+ years of age without a Cannabis Control Commission License or DPH Registration:

- Possession of up to 1 oz of marijuana – Legal.
- Possession of 1-2 oz – Civil fine of not more than \$100.
- Possession of 2 oz – Criminal penalties available

### Persons 18-20 years of age:

- Possession of under 2 oz – Civil fine of not more than \$100.
- Possession of over 2 oz – Criminal penalties available.

### Persons under 18 years of age (Juvenile) without a Medical Patient ID:

- Possession of under 2 oz – Civil fine of not more than \$100.
- Possession of over 2 oz – Delinquency penalties available.

## College Policy on Alcohol and Drug Use

In addition to maintaining strict compliance with all state and federal laws, the College has established its own drug and alcohol policies. Persons who violate the College's policy regarding alcohol and drugs, are subject to appropriate disciplinary action, counseling, education, probation, expulsion, and referral to proper law enforcement authorities for prosecution. Under appropriate circumstances, the College may refer violations to the Wellesley or Needham Police Department and the offices of the Norfolk District Attorney, the Middlesex District Attorney, or the United States Attorney, as appropriate, for investigation and/or prosecution. A new law suspends federal student aid eligibility for students convicted under federal or state law of possession or sale of drugs (not including alcohol or tobacco).

## Community Resources – Students

Resources are available to assist Olin students in understanding and dealing with drug and alcohol abuse. The National Institute on Drug Abuse provides a confidential information and referral line that directs callers to cocaine abuse treatment centers in the local community. Contract Health Services at Babson in Hollister Hall for free materials on drug use.

## Community Resources – Employees

Employees may contact Human Resources for available resources supported by the College and local resource groups.

# **CAMPUS SAFETY AND SECURITY PROGRAM**

## **POLICY ON WEAPONS AND FIREWORKS**

Olin College strictly prohibits the possession of illegal or dangerous weapons on campus. Such weapons include, but are not limited to, revolvers, pistols, rifles, shotguns, BB or pellet guns, stun guns/taser, paint ball guns, replica guns, chemical weapons such as mace or pepper spray, swords, knives (other than those used for cooking or small pocketknives), slingshots, martial arts weapons, bows and arrows, and others as deemed such by the Dean of the College or their designee. Practicing or performing with martial arts or fencing equipment is permitted by members of recognized student organizations; when not in use, such equipment should be stored securely. Similarly, use of farming equipment is permitted by members of recognized student organizations, but such implements should be stored securely. [Also see Massachusetts General Laws: Chapter 26, Sections 10 and 14]

Possession of fireworks is also prohibited by the College. [Also see Massachusetts General Laws: Chapter 148, Section 39]

Possession or use of firearms, fireworks, ammunition, dangerous chemicals, bombs, and infernal devices on a college campus is also prohibited by Massachusetts state law. Any violation will result in immediate and permanent confiscation of the weapon and can result in immediate referral to the College student conduct process, or the appropriate law enforcement agency (which may result in criminal court action).

# SEXUAL AND INTERPERSONAL MISCONDUCT AND TITLE IX POLICY

## SEXUAL AND INTERPERSONAL MISCONDUCT AND TITLE IX POLICY

### I. STATEMENT OF VALUES & COMMITMENT TO NON-DISCRIMINATION

Sexual and interpersonal misconduct as defined and prohibited by this policy violates the values of Olin and will not be tolerated within the College community. Olin rejects and condemns all forms of harassment, discrimination, and related retaliation. Olin is committed to sustaining a welcoming environment for everyone and especially for those vulnerable to discrimination on the basis of race, religion, color, national origin, age, marital or parental status, veteran status, sex, disability, pregnancy status, genetic information, sexual orientation, and/or gender identity (which includes intersex, nonbinary, transgender, agender, and two-spirit students and employees). It is the policy of Olin to adhere to all applicable state and federal laws prohibiting discrimination. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. In addition, all community members are expected to take reasonable and prudent actions to prevent or stop an act of sexual or interpersonal misconduct through safe bystander intervention. Olin is committed to providing an environment of well-being, learning, and accountability for its members by preventing the occurrence of sexual and interpersonal misconduct and addressing its effects.

The College follows through on that commitment, in part, through the implementation of a Sexual and Interpersonal Misconduct Policy that defines prohibited conduct and the process by which the College will address such conduct in different circumstances. Olin College's Sexual and Interpersonal Misconduct Policy is composed of several components:

- Definitions of Prohibited Sexual and Interpersonal Conduct
- The College's Response to Reports of Sexual and Interpersonal Misconduct
- Process for Resolving Complaints

The Sexual and Interpersonal Misconduct Policy applies to all Olin community members, and all members of the College community are responsible for being familiar with and abiding by the Sexual and Interpersonal Misconduct Policy at all times.

Olin will also provide resources for the community on the Sexual and Interpersonal Misconduct and Title IX webpage available on the Olin College website. While separate from the Policy, these additional resources are part of the College's ongoing efforts to ensure an environment free of discrimination on the basis of sex. Under the [2021 Massachusetts Campus Sexual Assault Law](#), each college must appoint at least one (1) Confidential Resource Provider. A Confidential Resource provider is an employee of the college who is not required to report to the Title IX Coordinator. The role of the Confidential Resource Provider is to provide supportive measures, information about Olin-specific resources and external resources, and information about Olin's Sexual and Interpersonal Misconduct Policy.

### II. APPLICABILITY

This Policy applies to all members of the Olin College community, including students, faculty, staff, and others participating or attempting to participate in the College's programs or activities.

# SEXUAL AND INTERPERSONAL MISCONDUCT AND TITLE IX POLICY

This Policy applies to sexual misconduct, interpersonal misconduct, and retaliation that:

- occurs on campus or other property owned or controlled by the College;
- occurs during or in connection with a college education program or activity, including in the course of college-related business, travel, or off-campus programs;
- occurs in circumstances that would be subject to the College's disciplinary authority; or
- creates a hostile environment for a complainant while on campus or other property owned or controlled by the College or in any College employment or education program or activity.

This Policy is only applicable to alleged incidents that occur on or after **August 1, 2024**. For alleged incidents occurring prior to August 1, 2024, the policy and procedures in place at the time of the alleged incident apply. Applicable versions of those policies and procedures are available from the Title IX Office.

## III. ROLE OF THE TITLE IX COORDINATOR

The Title IX Coordinator is responsible for coordinating Olin programs to comply with Title IX and address issues related to sexual and interpersonal misconduct. This includes leading Olin's efforts to respond to reports of conduct that could trigger Olin's Sexual and Interpersonal Misconduct Policy. The Title IX Coordinator is also available to meet with any individual to provide information about the Sexual and Interpersonal Misconduct Policy (including the availability of supportive measures and the right to file a complaint and participate in a formal or informal resolution process), as well as discussing other resources within the Olin community and beyond.

Where the Title IX Coordinator is listed as the designated point of contact or person with responsibility for any role, duty or obligation in the Sexual and Interpersonal Misconduct Policy, the College may designate a Deputy Title IX Coordinator(s) or other qualified member of the College community to assume the role, duty or obligation, as necessary and appropriate. These individuals would be available to receive a report from any member of the Olin community who believes the Sexual and Interpersonal Misconduct Policy has been violated. They may also be available to assist others, including respondents and witnesses, in understanding the College's Sexual and Interpersonal Misconduct Policy and procedures. The College's Title IX Coordinator and Deputy Title IX Coordinator are:

**Justin M. Bell, JD**

Title IX Coordinator- Director of Non-discrimination Initiatives  
Office: MH 323 Phone: 781-292-2408 email: [jbelle@olin.edu](mailto:jbelle@olin.edu)

**Guilene Prepetit**

Deputy Title IX Coordinator -Associate Director of Talent and Engagement  
Office: CC 332 Phone: 781-292-2411 email: [gprepetit@olin.edu](mailto:gprepetit@olin.edu)

# SEXUAL AND INTERPERSONAL MISCONDUCT AND TITLE IX POLICY

## IV. PROHIBITED CONDUCT UNDER OLIN'S SEXUAL AND INTERPERSONAL MISCONDUCT POLICY

The College's Sexual and Interpersonal Misconduct Policy governs incidents of sexual and interpersonal misconduct as prohibited and defined below. This Policy will be used by the College to address incidents alleged to have taken place on or after August 1, 2024. Incidents that allegedly occurred prior to August 1, 2024, are covered under the policy that was in place prior to August 1, 2024.

Allegations that an Olin College student or employee engaged in conduct that would, if proven, constitute Prohibited Conduct as defined below will, as required by the August 2024 Title IX regulations, be handled through the informal resolution process outlined in section XI.A. below (where permitted) or the formal resolution procedures outlined in section XI.B. below.

Allegations that an Olin College employee engaged in discrimination or harassment that do not fall within the definition of Prohibited Conduct covered by this Policy will be addressed through other Olin College employment-related policies, practices, handbooks and/or collective bargaining agreements, but will not be addressed through the policy language or procedures outlined in this Policy.

Matters that involve some allegations that would, if proven, constitute both Prohibited Conduct and some that, if proven, constitute violation of other College policies applicable to students or employees will ordinarily be handled through the informal process outlined in section XI.A. below and/or the formal resolution process outlined in section XI.B. below, unless the Title IX Coordinator determines in their discretion that handling the matters in another manner would be more appropriate in light of the particular allegations at issue.

This Policy applies regardless of a person's sex, gender, gender identity, gender expression, sexual orientation, age, race, nationality, class status, ability, religion, or other protected status or characteristics.

### Definitions of Prohibited Conduct

The following are the definitions of conduct that is prohibited under Olin's Sexual and Interpersonal Misconduct Policy, including attempts to commit and aiding or inciting others to commit these acts. If an individual has any questions about the definition or application of any of these terms, the Sexual and Interpersonal Misconduct Policy in general, or the resources available to all members of the Olin community, they should please contact the Title IX Coordinator.

This Policy prohibits the following forms of sexual and interpersonal misconduct, collectively referred to throughout the Policy as "Prohibited Conduct"<sup>1</sup>:

<sup>1</sup> The definitions of dating violence, domestic violence, sexual assault, and stalking used in this policy are consistent with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"), as amended effective 2014, and the August 2024 Title IX regulations. In its primary prevention and awareness programs for incoming students and new employees, as well as in its primary prevention and awareness programs for students and employees, the College will include the definitions of dating violence, domestic violence, sexual assault, and stalking under the criminal law of Massachusetts. However, the College utilizes its own definitions of these prohibited behaviors, which are consistent with the Clery Act and



# SEXUAL AND INTERPERSONAL MISCONDUCT AND TITLE IX POLICY

## Sexual harassment

Sex-based harassment prohibited by this Policy is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, when it takes the form of:

(1) **Quid pro quo harassment.** An employee, agent, or other person authorized by the College to provide an aid, benefit, or service under the College's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;

(2) **Hostile environment harassment.** Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the College's education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:

- (i) The degree to which the conduct affected the complainant's ability to access the College's education program or activity;
- (ii) The type, frequency, and duration of the conduct;
- (iii) The parties' ages, roles within the College's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
- (iv) The location of the conduct and the context in which the conduct occurred; and
- (v) Other sex-based harassment in the College's education program or activity; or

(3) Specific offenses including sexual assault, dating violence, domestic violence and stalking.

***Forms of Sexual Harassment:*** In some cases, sexual harassment is obvious and may involve an overt action, a threat, or reprisal. In other instances, sexual harassment is subtle and indirect, with a coercive aspect that is unstated. Some examples include the following:

- Sexual harassment can occur between persons of equal power status (e.g., student to student, employee to employee) or between persons of unequal power status (e.g., employee to student, supervisor to employee). Although sexual harassment often occurs in the context of the misuse of power by the individual with the greater power, a person who appears to have less or equal power in a relationship can also commit sexual harassment.
- Sexual harassment can be committed by (or against) an individual or by (or against) an organization or group.
- Sexual harassment can be committed by an acquaintance, a stranger, or people who share or shared a personal, intimate, or sexual relationship.
- Sexual harassment can occur by (or against) an individual of any sex, gender identity, gender expression, or sexual orientation.
- It does NOT have to include intent to harm.

Title IX and the August 2024 Title IX regulations as set forth below, for purposes of this policy, and determines responsibility for violations of this policy through its own procedures and standards of proof (i.e. by a preponderance of the evidence standard), not through the procedures or standards of proof employed in the criminal justice system.

# SEXUAL AND INTERPERSONAL MISCONDUCT AND TITLE IX POLICY

Olin College recognizes that the protection of free and open speech and the open exchange of ideas is important to any academic community. This recognition is therefore an important element in the objective “reasonable person” standard used in judging whether sexual harassment has occurred. This policy is meant neither to proscribe nor to inhibit discussion, in or out of the classroom, of complex, controversial or sensitive matters, when in the judgment of a reasonable person they arise appropriately and with respect for the dignity of others.

The College also recognizes, however, that verbal conduct can be used specifically to intimidate or coerce and to inhibit genuine discourse, free inquiry and learning. Such abuses are unacceptable. If someone believes that another’s speech or writing is offensive, wrong or hurtful, they are encouraged to express that judgment in the exercise of their own free speech or to seek redress under this policy or other College policies as appropriate.

## **Sexual assault**

Title IX Section 106.2 provides that “sexual assault means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting (UCR) system of the Federal Bureau of Investigation,” including the following:

### **Forcible Sex Offenses:**

- a. “Rape—(Except Statutory Rape) The carnal knowledge (*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.*) of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.”
- b. “Sodomy—Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.”
- c. “Sexual Assault With An Object—To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.”
- d. “Fondling—The touching of the private body parts of another person for the purpose of sexual gratification without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.” For purposes of this Policy, “private body parts” means breasts, buttocks and genitals, including when such touching occurs over clothing.

### **Nonforcible Sex Offenses**

- a. Incest - Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law in the jurisdiction where the conduct occurs.
- b. “Statutory Rape—Nonforcible sexual intercourse with a person who is under the statutory age of consent in the jurisdiction where the conduct occurs.

**Stalking:** means engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (A) Fear for the person’s safety or the safety of others; or (B) Suffer substantial emotional distress.

- Course of conduct means two or more acts.

# SEXUAL AND INTERPERSONAL MISCONDUCT AND TITLE IX POLICY

- Reasonable person means a reasonable person under similar circumstances and with similar identities to the complainant.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Examples of stalking behaviors or activities include, but are not limited to the following, if they occur in the context of stalking as defined above (i.e., the behaviors or activities would cause a reasonable person to fear for their safety or the safety of others, or to suffer substantial emotional distress): (1) non-consensual communication, including face-to-face communication, telephone calls, voice messages, e-mails, text messages, written letters, gifts, or any other communications that are unwelcome; (2) use of online, electronic or digital technologies, such as posting pictures or text in chat rooms or on websites, sending unwanted or unsolicited e-mail or talk requests, posting private or public messages on Internet sites, social networks, and/or school bulletin boards, installing spyware on a person's computer, or using Global Positioning Systems (GPS) or similar technology to monitor a person; (3) pursuing, following, waiting for, or showing up uninvited at or near a residence, workplace, classroom, or other places frequented by the person; (4) surveillance or other types of observation, including staring and voyeurism; (5) trespassing; (6) vandalism; (7) non-consensual touching; (8) direct verbal or physical threats against a person or a person's family member, pet or personal property; (9) gathering information about a person from friends, family, or 8 co-workers; (10) accessing private information through unauthorized means; (11) threats to harm self or others; (12) defamation and/or lying to others about the person; and (13) using a third party or parties to accomplish any of the above.

**Dating Violence:** is violence committed by a person (A) who is or as been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on the consideration of the following factors: (i) the length of relationship; (ii) the type of relationship; and (iii) the frequency of interaction between the persons involved in the relationship.

**Domestic Violence:** includes felony or misdemeanor crimes committed under the family or domestic violence laws of the jurisdiction in which the conduct occurs by a person who: A) is a current or former spouse or intimate partner of the victim, or a person similarly situated to a spouse of the victim; B) is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner; C) shares a child in common with the victim; or D) commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction where the conduct occurs.

**Sex Discrimination:** Sex discrimination is a type of Prohibited Conduct that involves subjecting an individual or group to an adverse action based on sex, including sex stereotypes, sex characteristics, sexual orientation, and/or gender identity; Parental, Family, or Marital Status; and/or Pregnancy or Related Conditions. Sex-Based Harassment, including Sexual Assault, Dating Violence, Domestic

Violence, and Sex- and Gender-Based Stalking, is a form of Sex Discrimination, but separately defined under this Policy.

An adverse action is one that adversely affects a term or condition of an individual's employment, education, living environment, or participation in a College program or activity, and/or is used as

# SEXUAL AND INTERPERSONAL MISCONDUCT AND TITLE IX POLICY

the basis for or a factor in decisions affecting that individual's employment, education, living environment, or participation in a College program or activity.

Olin College reserves the right to address offensive conduct and/or harassment that (1) does not rise to the level of creating a hostile environment, or (2) that is of a generic nature and not prohibited by law. Such conduct may be addressed through other disciplinary processes applicable to students or employees, or it may be addressed through respectful conversation, remedial actions, education, effective Alternative Resolution, and/or other Informal Resolution mechanisms.

For assistance with Alternative Resolution and other Informal Resolution techniques and approaches, contact the Title IX Office.

**Sexual Exploitation:** occurs when a person takes sexual advantage of another person for the benefit of anyone other than that other person without that other person's consent, and attempted sexual exploitation. Examples of sexually exploitative behavior include, but are not limited to: (1) video recording or photographing of sexual acts or nudity of another member of the College community without the consent of a person involved; (2) transmitting such video recordings or photographs without the consent of the person involved; (3) viewing or allowing or aiding others to view another person's sexual activity, intimate body parts, or nudity without the person's consent; and (4) sexual exhibitionism or exposure of one's genitalia in the presence of others without their consent.

**Online Harassment and Misconduct:** Olin College policies are written and interpreted broadly to include online manifestations of any of the conduct prohibited by this Policy, when those behaviors occur in or have an effect on Olin College's education program and activities, or when they involve the use of Olin College networks, technology, or equipment.

Although Olin College may not control websites, social media, and other venues through which harassing communications are made, when such communications that may constitute Prohibited Conduct are reported to Olin College, it will engage in a variety of means to address and mitigate the effects, including use of the Resolution Process.

## Retaliation

**Retaliation** means intimidation, threats, coercion, or discrimination against any person by the College or an individual Respondent, for the purpose of interfering with any right or privilege secured by this Policy, or because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy and/or the voluntary informal resolution processes described in this Policy; provided, however, that if the College decides to require an employee or other person authorized to provide aid, benefit, or service under the College's education program or activity to participate as a witness in, or otherwise assist with, an investigation, proceeding or hearing under this Policy, that will not constitute retaliation (please note, however, that the College will not require

Confidential Employees to participate in any process as a witness if their doing so would require revelation of information they obtained in their confidential capacity, unless that confidentiality is waived)." against a peer (i.e., student-student or employee-employee retaliation).

Retaliation is a violation of this Policy, even if the facts in a complaint alleging Prohibited Conduct are ultimately not proven by a preponderance of the evidence.

# SEXUAL AND INTERPERSONAL MISCONDUCT AND TITLE IX POLICY

Complaints of retaliation will be handled under the procedures outlined below for sex-based discrimination that does not involve sex-based harassment with a student Party.

## V. PREGNANCY-BASED DISCRIMINATION

Olin College does not discriminate in its education program or activity against any applicant for admission, student, applicant for employment, or employee on the basis of current, potential, or past pregnancy or related conditions as mandated by Title IX of the Education Amendments of 1972 (Title IX). The College prohibits members of the Olin College community from adopting or implementing any policy, practice, or procedure which treats an applicant for admission, student, applicant for employment, or employee differently on the basis of current, potential, or past parental, family, or marital status. This policy and its pregnancy-related protections apply to all pregnant persons, regardless of gender identity or expression.

### Pregnancy-Related Definitions

- **Familial Status.** The configuration of one's family or one's role in a family.
- **Marital Status.** The state of being married or unmarried.
- **Parental Status.** The status of a person who, with respect to another person who is under the age of 18, is a biological, adoptive, foster, or stepparent; a legal custodian or guardian; in loco parentis with respect to such a person; or actively seeking legal custody, guardianship, visitation, or adoption of such a person.
- **Pregnancy and Related Conditions.** The full spectrum of processes and events connected with pregnancy, including pregnancy, childbirth, termination of pregnancy, or lactation; related medical conditions; and recovery therefrom.
- **Reasonable Modifications.** Individualized modifications to the College's policies, practices, or procedures that do not fundamentally alter the College's education program or activity.

### Information Sharing Requirements

Any Olin College employee who becomes aware of a student's pregnancy or related condition is required to provide the student with the Title IX Coordinator's contact information and communicate that the Title IX Coordinator can help take specific actions to prevent discrimination and ensure equal access to the Olin College's education program and activity. If the employee has a reasonable belief that the Title IX Coordinator is already aware of the pregnancy or related condition, the employee is not required to provide the student with the Title IX Coordinator's contact information.

Upon notification of a student's pregnancy or related condition, the Title IX Coordinator will contact the student and inform the student of Olin College's obligations to:

- Prohibit sex discrimination.
- Provide reasonable modifications.
- Allow access, on a voluntary basis, to any separate and comparable portion of the institution's education program or activity.
- Allow a voluntary leave of absence.
- Ensure lactation space availability.
- Maintain a Resolution Process for alleged discrimination.
- Treat pregnancy as comparable to other temporary medical conditions for medical benefit, service, plan, or policy purposes.



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The Title IX Coordinator will also notify the student of the process to file a complaint for alleged discrimination, harassment, or retaliation, as applicable.

## Reasonable Modifications for Students

Students who are pregnant or are experiencing related conditions are entitled to Reasonable Modifications to prevent sex discrimination and ensure equal access to the Olin College's education program and activity. Any student seeking Reasonable Modifications must contact the Title IX Coordinator to discuss appropriate and available Reasonable Modifications based on their individual needs. Students are encouraged to request Reasonable Modifications as promptly as possible, although retroactive modifications may be available in some circumstances. Reasonable Modifications are voluntary, and a student can accept or decline the offered Reasonable Modifications. Not all Reasonable Modifications are appropriate for all contexts.

Reasonable Modifications may include:

- Breaks during class to express breast milk, breastfeed/chestfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom
- Intermittent absences to attend medical appointments
- Access to online or homebound education
- Changes in schedule or course sequence
- Time extensions for coursework and rescheduling of tests and examinations
- Allowing a student to sit or stand, or carry or keep water nearby
- Counseling
- Changes in physical space or supplies (for example, access to a larger desk or a footrest)
- Elevator access
- A larger uniform or other required clothing or equipment
- Other changes to policies, practices, or procedures determined by the Title IX Coordinator

In situations involving teamwork, use of labs and shops, student employment, and other participatory activities, the institution will work with the student to devise an alternative path to completion, if necessary and possible. Information about pregnant students' requests for modifications will be shared with faculty and staff only to the extent necessary to provide the Reasonable Modification. Students are welcome to work with their faculty members, supervisors, and/or the Office of Student Affairs and Resources to devise a plan for how to best address the conditions as pregnancy progresses, anticipate the need for leaves, minimize the academic impact of their absence, and get back on track as efficiently and comfortably as possible. The Title IX Coordinator will assist with plan development and implementation as needed.

Students experiencing pregnancy-related conditions that manifest as a temporary disability under the Americans with Disabilities Act (ADA) or Section 504 of the Rehabilitation Act are eligible for reasonable accommodations just like any other student with a temporary disability. Students can reach out to the Disability Services Office directly. Additionally, the Title IX Coordinator will consult with the Disability Services Office to ensure the student receives reasonable accommodation for their disability as required by law.

Supporting documentation for Reasonable Modifications will only be required when it is necessary and reasonable under the circumstances to determine which Reasonable Modifications to offer to determine other specific actions to take to ensure equal access.

## VI. INCLUSION RELATED TO GENDER IDENTITY/EXPRESSION

Olin College strives to ensure that all individuals are safe, included, and respected in their education and employment environments, regardless of their gender identity or expression, including but not limited to intersex, nonbinary, transgender, agender, two-spirit students and employees.

Discrimination and harassment on the basis of gender identity or expression are not tolerated by Olin College. If a member of the Olin College community believes they have been subjected to discrimination under this Policy, they should follow the appropriate reporting process described herein.

In upholding the principles of equity and inclusion, Olin College supports the full integration and healthy development of its students and seeks to eliminate any stigma related to gender identity and expression.

Olin College is committed to fostering a climate where all identities are valued, contributing to a more vibrant and diverse community. Olin College will administratively address issues that some students and employees, including but not limited to those identifying as intersex, transgender, agender and, nonbinary, may confront as they navigate systems originally designed around the assumption that gender is binary. As our society's understanding of gender evolves, so do Olin College's processes and policies.

Misgendering or mispronouncing is the intentional or unintentional use of pronouns or identifiers that are different from those used by an individual. Intentional misgendering is inconsistent with the type of community we hold ourselves out to be and may constitute a Policy violation if the effect is greater than *de minimis* harm.

Deadnaming, along with misgendering, can be very traumatic to a person who is transgender, transitioning, or nonbinary. Deadnaming means using someone's birth-assigned (cisgender) name, rather than the name they have chosen. Intentional deadnaming may constitute a Policy violation if the effect is greater than *de minimis* harm.

This Policy should be interpreted consistent with the goals of maximizing the inclusion of intersex, transgender, transitioning, agender, and/or nonbinary students and employees, including:

- Maintaining the privacy of all individuals consistent with law
- Ensuring all students have equal access to educational programming, activities, and facilities, including restrooms and locker rooms, consistent with their gender identity
- Ensuring all employees have equal access to employment opportunities and work, service, or health-related facilities
- Providing professional development for employees and education for students on topics related to gender inclusion
- Encouraging all students and employees to respect the pronoun usage and identities of all members of the Olin College community

Olin College uses a number of interventions to address concerns that are raised related to gender-based harassment or discrimination, including problem-solving, intervention, confrontation, investigation, and Policy enforcement. When conflicts arise between the right of members of the community to be free from gender-identity discrimination and those exercising their right to religious freedom, Olin College will try to balance rights and interests to find mutually agreeable

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outcomes or compromises. When that is not possible, Olin College will offer remedial solutions or enforce its Policies while also respecting the rights of all members of its community.

## VII. MANDATORY REPORTING AND CONFIDENTIAL EMPLOYEES

### Mandatory Reporters

A Mandatory Reporter is any employee who is not a confidential employee and who either has authority to institute corrective measures on behalf of Olin College or has responsibility for administrative leadership, teaching or advising. Mandatory Reporters are expected to promptly report all known details of actual or suspected sex discrimination, sex-based harassment, retaliation, and/or other Prohibited Conduct to appropriate officials immediately, although there are some limited exceptions. Supportive measures may be offered as the result of such disclosures without formal Olin College action.

Failure of a Mandatory Reporter, as described above in this section, to report an incident of sex discrimination, sex-based harassment, or retaliation of which they become aware is a violation of Olin College Policy and can be subject to disciplinary action for failure to comply/failure to report. This also includes situations when a harasser is a Mandatory Reporter. Such individuals are obligated to report their own misconduct, and failure to do so is a chargeable offense under this Policy.

A Mandatory Reporter who is themselves a target of discrimination, harassment, or other misconduct under this Policy is not required to report their own experience, though they are, of course, encouraged to do so.

Complainants may want to carefully consider whether they share personally identifiable details with Mandatory Reporters, as those details must be shared with the Title IX Office.

If a Complainant expects formal action in response to their allegations, reporting to any Mandatory Reporter can connect them with resources to report alleged crimes and/or Policy violations, and

these employees will immediately pass Notice to the Title IX Office (and/or police, if desired by the Complainant or required by law), who will act when an incident is reported to them.

All other employees (including student employees) who are not confidential employees and not covered above, must provide the contact information of the Title IX Coordinator and information about how to make a Complaint of sex discrimination to any person who provides the employee with information about conduct that reasonably may constitute sex discrimination under this Policy.

### Confidential Employees

The following sections describe Olin College's confidential options for a Complainant or third party (including parents/guardians when appropriate). There are three categories of Confidential Employees:

- 1) Those with confidentiality bestowed by law or professional ethics, such as lawyers, medical professionals, clergy, and mental health counselors;
- 2) Those whom Olin College has specifically designated as Confidential Resources for purposes of providing support and resources to individuals affected by Prohibited Conduct; and

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3) Those conducting human subjects research as part of a study approved by the College's Institutional Review Board (IRB).

For those in category 1), above, to be able to respect confidentiality, they must be in a confidential relationship with the person reporting, such that they are within the scope of their licensure, professional ethics, or confidential role at the time of receiving the Notice. These individuals will maintain confidentiality except in extreme cases of immediacy of threat or danger or abuse of a minor, elder, or individual with a disability, or when required to disclose by law or court order.

To enable Complainants to access support and resources without filing a Complaint, Olin College has designated specific employees as Confidential Resources. Those designated by Olin College as Confidential Resources are not required to report actual or suspected sex discrimination, sex-based harassment, or retaliation in a way that identifies the Parties. They will, however, provide the Complainant with the Title IX Coordinator's contact information and offer options and resources without any obligation to inform an outside agency or Olin College official unless a Complainant has requested the information be shared.

If a student/employee/patient/client discloses information to a Confidential Employee acting within the scope of such role conduct that reasonably may constitute Prohibited Conduct, the Confidential Employee must and will explain the following to the student/employee patient/client:

- The employee's status as confidential for purposes of this policy, and that they will not report information about conduct that reasonably may constitute Prohibited Conduct to the Title IX Coordinator without the individual's permission;
- How to contact the Title IX Coordinator and how to make a complaint of sex discrimination;
- That the Title IX Coordinator may be able to offer and coordinate supportive measures, as well as initiate a Resolution Process under this Policy;
- Reporting options and the effects of each option;
- Counseling services available on campus and through a local, community-based rape crisis center or domestic violence program;
- Medical and health services available on campus and off campus;
- The College's disciplinary process;
- The legal process carried out through local law enforcement agencies;
- Provide notice of their rights;
- Provide notice of the institution's responsibilities regarding a protection order, no contact order and any other lawful orders issued by the institution or by a criminal, civil or tribal court.

Confidential Employees will receive training on the awareness and prevention of sexual misconduct and in trauma-informed response, and will assist the reporting party with requested Supportive Measures including:

- Coordinating with any on-campus and off-campus sexual assault crisis service center or domestic violence program;
- If directed by the reporting party, contacting campus or local law enforcement;
- Contacting the appropriate College personnel to arrange College-based Supportive Measures as described in this Policy. Supportive Measures do not require a report to the Title IX Coordinator.

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Confidential Employees may attend meetings and proceedings under this Policy as the advisor or support person of the student's or employee's choice.

A College Confidential Resource will not provide services to adverse parties in an incident of Prohibited Conduct and shall ensure confidentiality is maintained. Confidential Employees will not be required to report an incident to the College or a law enforcement agency unless otherwise required to do so by state or federal law.

Unless otherwise required by state or federal law, a Confidential Employee will not disclose confidential information without the prior written consent of the student/employee/patient/client who shared the information; provided, however, that nothing in this section shall limit a responding party's right of cross examination of the Confidential Employee in a civil or criminal proceeding if the Confidential Employee testifies after being given written consent to do so by the party. A confidential communication shall not be subject to discovery and shall be inadmissible in a criminal or civil proceeding without the prior written consent of the party who shared the information. Information provided to Confidential Employees shall not be released to a campus official or law enforcement officer or agency unless written consent has been given by the reporting party.

Confidential Employees will not act as a counselor or therapist unless they hold a valid and applicable license under Massachusetts law and the reporting party engages the confidential resource provider in that capacity. The privileges available under Massachusetts law shall apply to all information received by a confidential resource provider.

Employees who have confidentiality as described above, and who receive Notice within the scope of their confidential roles will timely submit anonymous statistical information for Clery Act statistical reporting purposes unless they believe it would be harmful to the student, employee, client, patient, or parishioner.

## Off-Campus Confidential Resources

In addition, Complainants may speak with individuals unaffiliated with Olin College without concern that their policies will require them to disclose information to the College without permission. Examples of outside confidential resources include but are not limited to:

- Licensed professional counselors and other medical providers
- Local rape crisis counselors
- Domestic violence resources
- Local or state assistance agencies
- Clergy/Chaplains
- Attorneys

## VIII. ADDITIONAL CONSIDERATIONS

### A. Privacy and Confidentiality: Treatment of Reported Information.

The College will not disclose the identity of a Complainant or a Respondent, except as necessary to carry out a disciplinary process or as permitted under state or federal law.



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**Requests for Confidentiality or No Investigation.** Olin will act with discretion with regards to the privacy of individuals and the sensitivity of the situation when receiving a report of conduct that could fall within the prohibitions of the Sexual and Interpersonal Misconduct Policy.

There are certain circumstances in which Olin has a broader obligation to the community and may not be able to abide by: a) an individual's request for complete confidentiality or b) an individual's request that Olin not investigate a matter. Because either such a request could impact Olin's ability to appropriately address and resolve the behavior in question, Olin will weigh these requests carefully. Where the College has Notice of Prohibited Conduct but the Complainant is not requesting that the College initiate a resolution process, and/or in the absence of a complaint or the withdrawal of any or all of the allegations in a complaint, and in the absence or termination of an informal resolution process, the Title IX Coordinator will make a fact-specific determination regarding whether to initiate an investigative resolution process. To make this determination, the Title IX Coordinator will consider, at a minimum, the following factors: the Complainant's request that the College not proceed with the initiation of a complaint; the Complainant's reasonable safety concerns; the risk that additional acts of misconduct would occur if a complaint is not initiated; the severity of the alleged misconduct, including whether the misconduct, if established, would require the removal of a respondent from campus or imposition of another disciplinary sanction to end the misconduct and prevent its recurrence; the age and relationship of the parties, including whether the respondent is an employee; the scope of the alleged misconduct, including information suggesting a pattern, ongoing misconduct, or misconduct alleged to have impacted multiple individuals; the availability of evidence to assist a decisionmaker in determining whether misconduct occurred; and whether the College could end the alleged misconduct and prevent its recurrence without initiating a complaint.

If, after considering these and other relevant factors, the Title IX Coordinator determines that the conduct as alleged presents an imminent and serious threat to the health or safety of the Complainant or other person, or that the conduct as alleged prevents the College from ensuring equal access on the basis of sex to its education program or activity, the Title IX Coordinator may initiate or continue an investigative resolution process as described below. The College will seek to respect the request of the Complainant and where it cannot do so, it will consult with the Complainant and keep the Complainant informed about the chosen course of action. In such situations, prior to initiating or continuing investigative resolution, the Title IX Coordinator will notify the Complainant and appropriately address reasonable concerns about the Complainant's safety or the safety of others, including by providing supportive measures.

The College will not compel the Complainant to participate in an investigation where the Complainant has requested that the College not pursue the investigation. In all cases, the final decision on whether, how, and to what extent the College will maintain the Complainant's confidentiality or conduct an investigation, and whether other measures will be taken in connection with a report of a violation of this policy, rests with the Title Coordinator. Note: If the Title IX Coordinator does initiate an investigation and a Complainant is known, the Coordinator will provide the Complainant all notices and opportunities to respond to evidence that are provided by the procedures outlined below, even if the Complainant is not actively involved, unless the Complainant requests specifically in writing that this not occur.

The College's ability to investigate and pursue disciplinary action may be limited when the identity of the Respondent is unknown or when a Complainant requests that their identity not be revealed to the Respondent.



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If the Title IX Coordinator does not initiate or continue investigative resolution, they will take other appropriate, prompt, and effective steps, in addition to steps necessary to effectuate the remedies provided to an individual Complainant, if any, to ensure that the misconduct does not continue within the College's education program or activity.

**Disclosure of Sexual Misconduct at Public Awareness Events.** When a the Title IX Coordinator is notified of information about conduct that reasonably may constitute sex-based harassment as defined by this Policy that was provided by a person during a public event to raise awareness about sex-based harassment that was held on the College's campus or through an online platform sponsored by the College, the College will not act in response to the information, unless it indicates an imminent and serious threat to the health or safety of a Complainant, any students, employees, or other persons. However, in all cases the College will use this information to inform its efforts to prevent sex-based harassment, including by providing tailored training to address alleged sex-based harassment in a particular part of its education program or activity or at a specific location when information indicates there may be multiple incidents of sex-based harassment.

## B. Reporting and Duty to Report Sexual and Interpersonal Misconduct, Information Provided by College Upon Receipt of Reports, and Retaliation

The College views reports of Prohibited Conduct as oral or written notification of that conduct, in circumstances where the Complainant or reporting party is not requesting that the College take specific action at that time in response to the report. Complaints, by contrast, are an oral or written request to the College that objectively can be understood as a request for the College to investigate and make a determination about alleged Prohibited Conduct. Anyone who wishes to report that they or another Olin College community member has or may have experienced Prohibited Conduct as defined above should contact through the following means either:

**Justin M. Bell, JD (he/him)** Title IX Coordinator- Director of Non-discrimination Initiatives  
Office: MH 323 Phone: 781-292-2408 email: [jbell@olin.edu](mailto:jbell@olin.edu),

**Guilene Prepetit (she/her)** Deputy Title IX Coordinator & Associate Director of Talent and Engagement- Office: CC 332 Phone: 781.292.2411 email: [gprepetit@olin.edu](mailto:gprepetit@olin.edu) or

**Olin College Department of Public Safety-** Phone: 781-239-5555 email: [publicsafety@olin.edu](mailto:publicsafety@olin.edu)

Reports of Prohibited Conduct should be made to the Title IX Coordinator and/or Public Safety regardless of where the conduct occurred (e.g., off-campus or on-campus). The Title IX Coordinator and/or Public Safety will provide information to the individual who reportedly experienced the Prohibited Conduct on where to receive immediate emergency assistance following an incident of Prohibited Conduct, which shall include, but not be limited to:

- information related to preserving evidence and contact information for seeking medical treatment on campus, if available, and off campus;
- descriptions of the types of counseling and health, safety, academic and other support services available from the College within the local community or region or through a local community-based rape crisis center or domestic violence program, including contact information;
- information on the rights of students and employees to:

(A) notify or decline to notify law enforcement, including Olin College, local and/or state police, of an alleged incident of Prohibited Conduct;

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- (B) receive assistance from College authorities in making any such notification;
- (C) obtain a court-issued protective order or a College-issued no-contact order against an alleged perpetrator of the sexual misconduct; and
- (D) concurrently utilize the College's process for investigating sexual misconduct complaints and any external civil or criminal processes available to the student or employee;

- College-based supportive measures reasonably available from the College, which shall include, but not be limited to, options for changing academic, living, campus transportation or working arrangements in response to an alleged incident of Prohibited Conduct, regardless of where the conduct occurred or whether such conduct occurred outside of the College's programs or activities, and regardless of whether a complaint is filed in accordance with the College's policy for resolving complaints, how to request such measures and the process to have any such measures reviewed; and

- Procedures for students or employees to notify the institution that a protective order has been issued under state or federal law and the institution's responsibilities upon receipt of such notice; College will work in good faith to implement the requirements of judicially-issued protective orders and similar orders, to the extent that doing so is within its authority.

All College employees who have not been specifically designated as Confidential Employees as described above are Mandatory Reporters who are obligated by College policy to disclose information about conduct that reasonably may constitute Prohibited Conduct to the Title IX Coordinator.

In addition, Olin employees who are designated as campus security authorities (CSAs) for the purposes of the Clery Act must provide Public Safety with non-identifying statistical information regarding all reported incidents of Clery crimes (including, but not limited to, sexual assault, dating violence, domestic violence, stalking and hate crimes). Any questions about the reporting or confidentiality status of an individual should be directed to the Title IX Coordinator.

Confidential Employees as described above are not obligated to report identifying information about behavior that may implicate this Policy without the consent of the individual who supplied the information in question, and may otherwise keep information confidential as permitted and/or required by law. However, these confidential resources are instructed to inform individuals of their rights to file a complaint under this Policy and may assist in that process. Confidential resources may, consistent with their legal obligation and ethical requirements, provide limited statistical information about incidents without revealing personally identifiable information regarding the identity of the individuals involved to the Title IX Coordinator.

## C. Amnesty

In order to encourage students to report Prohibited Conduct without fear that an investigation could reveal their violation of College alcohol and drug-related policies, students will be provided with amnesty in connection with reporting Prohibited Conduct, which means a reprieve from disciplinary action for their own personal consumption of drugs or alcohol ancillary to a report or complaint of Prohibited Conduct. Students who report Prohibited Conduct, either as a Complainant or a witness, will not be subject to disciplinary action by the College for their violation of the College's student conduct rules. The College may decide not to grant amnesty when a report or complaint of Prohibited Conduct is not made in good faith or the violation was egregious. An egregious violation shall include, but not be limited to, taking an action that places the health and safety of another person at risk.

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## IX. INITIAL ASSESSMENTS OF REPORTS OR COMPLAINTS OF SEXUAL OR INTERPERSONAL MISCONDUCT

When a report of Prohibited Conduct is made to the College, the College will treat both Complainants and Respondents equitably by offering supportive measures to the Complainant and Respondent (if known) as appropriate, and by following the formal or informal processes outlined below before the imposition of any disciplinary sanctions or other actions that are not supportive measures against a Respondent.

Upon receiving a report of conduct that could fall under this Policy, the Title IX Coordinator will assess the need to take any immediate action to address the safety and health needs of the Complainant<sup>2</sup> and the Olin community. The initial assessment is a preliminary action to determine the need for any supportive measures; it is not part of an investigation conducted after receipt of a report or complaint.

This initial assessment process includes, but is not limited to, the following:

### A. Meeting with the Complainant

The Title IX Coordinator will promptly meet with the Complainant. If appropriate in the circumstances, i.e., if the Complainant wishes to file a complaint through procedures outlined below, the Title IX Coordinator will share information regarding the following, as relevant and appropriate:

- Encourage the Complainant to discuss the nature and circumstances of the reported conduct, and review relevant documentation that is available;
- Inform the Complainant of the right to report or the right to decline to report the matter to Public Safety and/or local law enforcement. A report to Public Safety or local law enforcement will not change Olin's obligation to potentially investigate the matter if a complaint is eventually filed with the College, but it may briefly delay the timing of an investigation if a law enforcement agency requests that the College delay its process for a reasonable amount of time to allow it to gather evidence of criminal conduct;
- Explain the process for filing a complaint with the Title IX Coordinator;
- Discuss the availability of supportive measures, regardless of whether a complaint is filed; if supportive measures are requested but not provided to a Complainant, the Title IX Coordinator will document why they were not provided;
- Discuss protection from, and reporting of, incidents of retaliation;
- Provide written notification of the counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available both within the College and in the community; and

<sup>2</sup> When a Complainant and Respondent are discussed collectively, they will be referred to as the "parties," and when they are discussed individually, each will be referred to as a "party." There may be an instance where another individual, who has not experienced but is aware of the occurrence of Prohibited Conduct, may provide information about Prohibited Conduct. Such an individual will be referred to as the "reporting party." In specific circumstances, Olin will determine at its discretion which, if any, of the protections and procedural opportunities provided to a Complainant under Olin's Sexual and Interpersonal Misconduct Policy are also applicable to a reporting party.

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- Discuss the importance of preserving relevant evidence or documentation (e.g., texts, emails, notes, photographs, etc.) as appropriate to either party.

If the Complainant indicates that they do not want to participate in a resolution process and/or do not want the College to initiate a resolution process, the Title IX Coordinator will assess whether or not it can respect the Complainant's preferences by analyzing the factors discussed above.

## B. Dismissals

The College may dismiss a complaint if:

- The College is unable to identify the Respondent after taking reasonable steps to do so;
- The Respondent is not participating in the College's education program or activity and is not employed by College;
- The College receives the Complainant's voluntary withdrawal in writing of any or all of the allegations, the Title IX Coordinator declines to initiate a complaint, and the College determines that, without the Complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute Prohibited Conduct even if proven; or
- the College determines the conduct alleged in the complaint, even if proven, would not constitute Prohibited Conduct. Before dismissing the complaint, the College will make reasonable efforts to clarify the allegations with the Complainant.

Upon dismissal, The College will promptly notify the Complainant in writing of the basis for the dismissal. If the dismissal occurs after the Respondent has been notified of the allegations, then the College will notify the parties simultaneously in writing.

The College will notify the Complainant that a dismissal may be appealed on the bases outlined in the Appeals section below. If dismissal occurs after the Respondent has been notified of the allegations, then the College will also notify the Respondent that the dismissal may be appealed on the same bases. If a dismissal is appealed, the College will follow the procedures outlined in the Appeals section.

When a complaint is dismissed, the College will, at a minimum:

- Offer supportive measures to the Complainant as appropriate;
- If the Respondent has been notified of the allegations, offer supportive measures to the Respondent as appropriate; and
- Take other prompt and effective steps, as appropriate, through the Title IX Coordinator to ensure that Prohibited Conduct does not continue or recur within the College's education program or activity.

The College strives to complete the initial assessment process within 20 days of when it received the report or complaint, unless extenuating circumstances require extending this time period for good cause shown.

## X. INITIATING A COMPLAINT WITH THE COLLEGE

### A. Period of Limitations

There is no window of time after an incident of Prohibited Conduct has occurred in which to file a complaint with the College. The College, however, strongly encourages early filing of a complaint in order to preserve evidence for a potential legal or College grievance proceeding. Delays in making a complaint, while permitted, may limit the College's ability to investigate and respond effectively, given the passage of time.

### B. Notice of Allegation(s) to the Parties

When the Title IX Coordinator decides that a resolution process under this Policy will be initiated, the Title IX Coordinator will provide the following written notice to the parties who are known:

- Notice of the applicable College grievance process, including information regarding the College's informal resolution process (if available); the College will also provide the parties with a link to this full Policy.
- Notice of the allegations potentially constituting Prohibited Conduct, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include:
  - The identities of the parties involved in the incident, if known;
  - The conduct allegedly constituting Prohibited Conduct, which will include a specific statement of which policies were allegedly violated and by what actions; and
  - The date, time and location of the alleged incident, if known.
- A statement that retaliation is prohibited.
- A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the applicable grievance process.
- A statement informing the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, during the grievance process, and that they will have an opportunity to present relevant and not otherwise impermissible evidence to a trained, impartial decisionmaker.
- A statement that they are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence.
- A statement informing the parties that knowingly making false statements or knowingly submitting false information during the grievance process is prohibited and subject to appropriate disciplinary action.

If, in the course of an investigation, the College decides to investigate allegations that are not included in the notice provided above, the Title IX Coordinator will provide notice of the additional allegations to the parties whose identities are known.

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## C. Consolidation of Complaints

The Title IX Coordinator may consolidate complaints as to allegations of Prohibited Conduct against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of Prohibited Conduct arise out of the same facts or circumstances.

## D. Emergency Removal Procedures

In cases that involve allegations of conduct that would, if proved, constitute Prohibited Conduct as defined above, the Title IX Coordinator or Deputy Coordinator may remove a student or employee from the College's education program or activity on an emergency basis, provided that the Coordinator (or designee):

1. Undertakes an individualized safety and risk analysis;
2. Determines that an imminent and serious threat to the health or safety of any student, employee, or other individual arising from the allegations of Prohibited Conduct justifies removal; and
3. Provides the Respondent with notice and an opportunity to challenge the decision immediately following the removal.

This provision will not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

An emergency removal does not replace the regular grievance hearing process in Prohibited Conduct cases, which will proceed on the normal schedule, up to and through a hearing, if required.

## E. How to Challenge an Emergency Removal Decision

Challenges are resolved by the Dean of Student Affairs. A challenge must be submitted in writing by the Respondent within five (5) business days after the receipt of the Title IX Coordinator's or Deputy Title IX Coordinator's emergency removal decision.

The challenge statement must specify the grounds for the challenge and include any evidence in support of the grounds.

During the challenge, the emergency removal decision will remain in place. A written response to the appeal will be provided by the Dean of Student Affairs to the Respondent by mail and email (if both addresses are known). The outcome of the challenge decision is final.

## F. Administrative Leave

In cases that involve allegations of Prohibited Conduct as defined above, the College may place an employee Respondent (including a student employee Respondent, with regard to their employment duties) on paid or unpaid administrative leave during the pendency of a resolution process, at the College's discretion. This provision will not be construed to modify any rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act.

## XI. SUPPORTIVE MEASURES

Olin College will offer and implement appropriate and reasonable supportive measures to the Parties upon Notice of alleged sex discrimination, sex-based harassment, and/or retaliation. Supportive



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measures are non-disciplinary, non-punitive individualized services offered as appropriate and reasonably available. They are offered, without fee or charge to the parties, to restore or preserve access to the College's education program or activity, including measures designed to protect the safety of all parties and/or the College's educational environment and/or to deter sex discrimination, sex-based harassment, and/or retaliation.

The Title IX Office promptly makes supportive measures available to the parties upon receiving a report or a complaint. At the time that supportive measures are offered, if a complaint has not been made, the Olin College will inform the Complainant, in writing, that they may file a complaint with the College either at that time or in the future. The Title IX Office will work with a party to ensure that their wishes are considered with respect to any planned and implemented supportive measures.

The College will maintain the confidentiality of the supportive measures, provided that confidentiality does not impair the College's ability to provide those supportive measures. The College will act to ensure as minimal an academic/occupational impact on the parties as possible. The College will implement measures in a way that does not unreasonably burden any party.

These actions may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services
- Referral to the Employee Assistance Program
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the institutional community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Providing transportation assistance
- Implementing contact restrictions (no contact orders) between the Parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Trespass, Persona Non Grata (PNG), or Be-On-the-Lookout (BOLO) orders
- Timely warnings
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Changes in class, work, housing, or extracurricular or any other activity, regardless of whether there is or is not a comparable alternative; and
- Any other actions deemed appropriate by the Title IX Coordinator

Violations of no contact orders or other restrictions may be referred to appropriate student or employee conduct processes for enforcement or added as collateral misconduct allegations to an ongoing complaint under this Policy.

The Parties are provided with a timely opportunity to seek modification or reversal of the College's decision to provide, deny, modify, or terminate supportive measures applicable to them. A request to do so should be made in writing to the Title IX Office. An impartial employee other than the

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employee who implemented the supportive measures, who has authority to modify or reverse the decision, will determine whether to provide, deny, modify, or terminate the supportive measures if they are inconsistent with the Title IX regulatory definition of supportive measures stated above. The College will also provide the Parties with the opportunity to seek additional modification or termination of supportive measures applicable to them if circumstances materially change. The College typically renders decisions on supportive measures within seven (7) business days of receiving a request and provides a written determination to the impacted party(ies) and the Title IX Office.

## XII. RESOLUTION PROCESS

Any timeframe or deadline established by this Policy, the Title IX Coordinator, or another individual working on a matter on behalf of the College may be extended for good cause shown. The College has established the following process that allows for the reasonable extension of timeframes on a case-by-case basis for good cause with written notice of any extension to the parties that includes the reason for the delay:

- A party who wishes to request an extension of any deadline established by this process, should make that request via email to the person who established the deadline.
- The person who established the deadline will inform the requesting party promptly regarding whether the requested extension will be granted, modified, or denied.
- The person who established the deadline may in their discretion determine it necessary to allow the non-requesting party an opportunity to respond to the request prior to making a determination on the request.
- When an extension is granted in whole or in part, the non-requesting party will be notified and will receive a corresponding extension for the other party's compliance with any similar deadline, as applicable.

The College may also extend timeframes for major stages of the procedures at its own discretion as necessary, and if it does so it will inform the parties of that and summarize the reason for the extension.

### A. Optional Informal Resolution Procedures

All parties and the Title IX Coordinator must agree to informal resolution for this option to be used. The Title IX Coordinator will assess the request for an informal resolution against the severity of the alleged violation and the potential risks to Olin community members. The Title IX Coordinator may decide that informal resolution is not appropriate at their discretion, including, for example, in cases where they determine that the alleged conduct would present a future risk of harm to others. If the Title IX Coordinator determines that an informal resolution is appropriate, the Title IX Coordinator will notify the Parties in writing that participation is strictly voluntary and is not offered as a condition of enrollment/continuing enrollment, employment/continuing employment, or a waiver of the right to a formal investigation. Moreover, the written notification will describe the requirements of the informal resolution process, will inform the parties that their agreement to resolve the matter through informal resolution will preclude them from initiating or resuming formal grievance procedures arising from the same allegations, will describe the potential terms that could be included in an informal resolution agreement and that an informal resolution agreement would be binding only upon the parties, will inform the parties of what information will

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be maintained and that the College will not disclose communications made by parties within and exclusively for purposes of the informal resolution process in any subsequent formal process involving the same allegations, and will state that the parties have the right to withdraw from the informal resolution process at any time and resume the grievance process with respect to the complaint. The notice will also state that the parties have the right to be accompanied by an advisor of their choice throughout the informal resolution process.

If, after receiving written notification of the above rights, the parties both voluntarily consent in writing to pursue informal resolution, the Title IX Coordinator will assign a trained administrator or third-party external to the College to facilitate the informal resolution process.

The allegation will be deemed resolved when the parties expressly agree in writing to a resolution that is acceptable to them, and which is deemed acceptable and approved by the Title IX Coordinator in consultation with other appropriate College administrators. If, however, informal resolution efforts are unsuccessful, the investigation and/or grievance process will continue.

A party may withdraw from the informal resolution process at any time before the parties agree to a resolution in writing. The Title IX Coordinator may also reinstitute an investigation at any time they deem appropriate.

An informal resolution process may include the following four options:

1. **Supportive Resolution.** When the Title IX Office can resolve the matter informally by providing supportive measures (only) to remedy the situation.
2. **Educational Conversation.** When the Title IX Office can resolve the matter informally by having a conversation with the Respondent to discuss the Complainant's concerns and institutional expectations. (The Complainant can be involved in this conversation if they wish.)
3. **Accepted Responsibility.** When the Respondent accepts responsibility for violating Policy and accepts the recommended sanction(s), and the Complainant(s) and Olin College are agreeable to the resolution.
4. **Alternative Resolution.** When the Parties agree to resolve the matter through an alternative resolution mechanism, such as shuttle negotiation, restorative practices, facilitated dialogue, etc. The College will strive to complete an informal resolution process within 30 days of when the notice described above was provided to the parties, unless extenuating circumstances require an extension of that timeframe. If there is a need to extend that timeframe, the College will provide notice to the parties of the extension and the reason for the extension.

## B. Formal Resolution Procedures

- Investigation

When a Formal Complaint is made by or against a community member and contains allegations potentially constituting a violation of this Policy, unless informal resolution is in process, the College will designate a trained investigator or investigators ("investigator") to conduct an investigation. Any investigator must be impartial and free of any conflict of interest, and will receive not less than annual training on issues relating to Prohibited Conduct, investigatory procedures and hearing procedures to protect the safety and rights of students and employees and promote accountability. A

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party may raise an objection to the appointment of any investigator on the basis that such investigator is not impartial or has a conflict of interest. Such an objection must be made in writing, specify the basis for the objection, and be submitted to the Title IX Coordinator or designee within three (3) calendar days of the party being informed of the name of the investigator. If the investigator is the Title IX Coordinator, the appeal may be made to the Deputy Title IX Coordinator or designee.

The Title IX Coordinator, Deputy Title IX Coordinator, or designee will make the final non-appealable determination on an investigator's ability to serve.

The Title IX Coordinator or designee may consolidate complaints against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other, where the allegations arise out of the same facts or circumstances.

During the pendency of any resolution process, a Complainant and Respondent may each have their Advisor present at any meeting or proceeding related to the resolution process.

After a notice of allegations has been provided to the parties, the investigator will conduct the investigation. The parties will have an equal opportunity to be heard, to submit information and evidence (both inculpatory and exculpatory), and to identify witnesses who may have relevant information.

The investigation is a neutral fact-gathering process. The Respondent is presumed to be not responsible; this presumption may be overcome only where a determination has been made that there is sufficient evidence, by a preponderance of the evidence standard (which means "more likely than not"), to support a finding that the Respondent violated the policy.

The burden of proof and the burden of gathering evidence rests on the College and not on the parties.

## Review of Evidence and Investigation Report

Upon conclusion of the investigation, the investigator will provide to each party and the party's Advisor(s), if any, the relevant evidence obtained through the investigation. Any evidence the investigator deems irrelevant, along with impermissible evidence, will be removed and not provided to the parties. Depending upon the circumstances, this will typically occur within sixty (60) calendar days after a complaint is received by the Title IX Coordinator. The parties and their Advisors will be able to view the relevant evidence, but are prohibited from downloading, printing, or in any way copying or sharing the documents and evidence, and must adhere to legal and College privacy and confidentiality requirements, including but not limited to the confidentiality requirements in this Policy.

Unless the investigator specifies a different timeframe (due to for example, the complexity of the matter, volume of evidence, or time of year/academic calendar), the parties will have ten (10) calendar days from the date the evidence is made available to them to submit a written response, if desired. Any written responses, or portions thereof, to the evidence may be shared with the other party.

The investigator will consider all written responses received and conduct any appropriate further investigation in response, at the sole discretion of the investigator.

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Depending upon the circumstances, the investigator typically will submit the evidence to the decision maker within five (5) calendar days of receiving any responses to the evidence, unless the

investigator is also the decision maker. The Title IX Coordinator or designee will provide a notice of hearing to the parties.

- **Hearing**

## **The Title IX or Deputy Title IX Coordinator or External Consultant as Hearing Officer**

The Title IX or Deputy Title IX Coordinator, External Consultant, and/or investigator(s) will serve as the hearing officer (“hearing officer”). The Parties will be notified of the selection of the hearing officer before the Hearing and can object to the appointment of any hearing officer by providing articulable grounds of suspected bias, conflict of interest, an inability to be fair and impartial, or an inability to make an objective determination. This objection should be directed to the Title IX Coordinator or designee who will make the final determination on a hearing officer(s) ability to serve.

## **Decision regarding hearing**

The Title IX Coordinator or designee will determine whether a hearing will be conducted or whether a decision will be made on the written record. This decision will be based on whether questioning of a party or witness is necessary because, for example, credibility is both in dispute and relevant to evaluating one or more allegations of Prohibited Conduct. If credibility is in dispute and relevant, a hearing will be held.

## **Request to Have Witnesses Present at Hearing**

If a hearing is being held, at least three (3) business days before the hearing, the parties shall submit a list to the Title IX Coordinator or designee requesting the presence of any witness(es) that they would like to question at the hearing.

No party will be permitted to call as a witness at a hearing any witness that the investigator(s) did not interview as part of the investigation.

## **Hearing Procedures**

All hearings are closed to the public and are private to protect the privacy interests of all involved. Hearings will be audio or video recorded, however, the hearing officer's deliberations will not be recorded. Neither the parties, nor any witnesses, Advisors, or other participants will be permitted to make any audio or video recordings.

Hearings will be live and may be conducted with all parties physically present in the same geographic location, or, upon request of either party, all parties will appear at the hearing virtually with technology enabling the parties to simultaneously see and hear each other. Witnesses appearing live may be physically present at the hearing or may appear virtually with technology enabling all parties and the witness to simultaneously see and hear each other.

The hearing officer will review the relevant evidence prior to the hearing and will have access to these materials during the hearing. During the hearing, the hearing officer may question the Complainant, Respondent, any witnesses, and/or the investigator to elicit relevant and permissible information.

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Both parties have the option to provide an opening and closing statement. The parties cannot orally pose questions directly to each other or to witnesses, but may submit written questions to the hearing officer(s) to ask on their behalf. The hearing officer will not ask questions that are not relevant or are otherwise impermissible. If the hearing officer determines that a question is not relevant or is otherwise impermissible or relevant, they will explain the decision to exclude a question. A hearing officer may also exclude questions that are unclear and harassing. If that occurs, the hearing officer will provide the party with an opportunity to revise or clarify the question, and if the party does so, the hearing officer will ask the question.

The parties have the right to be present during the hearing. Neither parties nor witnesses are required to attend a hearing or answer questions. If either party or a witness is not in attendance, the hearing may still proceed, findings may still be made, and sanctions may still be imposed. The hearing officer may choose to place less or no weight on statements by a party or witness who refuses to respond to questions deemed relevant and not otherwise impermissible. However, the hearing officer cannot base their decision solely on a party or witness's absence from the hearing or refusal to answer questions.

Parties are expected to produce relevant information during the investigation and review process. If new, relevant information is presented for the first time at the hearing, the hearing officer shall determine how to proceed in her, his, or their sole discretion.

The hearing officer will objectively evaluate all relevant evidence and will not make credibility determinations based on a person's status as a Complainant, Respondent, or witness. After evaluating the evidence, the hearing officer will deliberate and make a finding by a preponderance of the evidence as to whether the Respondent is responsible for conduct in violation of this Policy. If there is more than one hearing officer, a majority is needed for a finding. The parties will be provided simultaneously with notice of the determination not later than 7 business days after the determination is made, and notice of the opportunity to appeal the determination under procedures detailed below.

## Imposition of Sanctions and Remedies

If the Respondent is found "Responsible," the Title IX Coordinator or Deputy Title IX Coordinator or designee will determine what sanction is appropriate and whether remedies are necessary to restore or preserve the Complainant's equal access to one or more of the College's education programs or activities.

The Complainant and Respondent, and other affected parties, as appropriate, will each have the opportunity to present a statement about the impact of the violation and/or requested sanctions. The statements will be reviewed only if there has been a finding that the Respondent is responsible for one or more violations of this policy.

The Title IX Coordinator or Deputy Title IX Coordinator or designee shall determine the appropriate sanction (or combination of sanctions). In addition to sanctions, remedies may also be available to the Complainant at any time after a finding of responsibility against the Respondent. The Title IX Coordinator or Deputy Title IX Coordinator or designee, in consultation with others as necessary, will determine any appropriate additional remedies. In the absence of a finding of responsibility, supportive measures may remain available to all parties.



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## Types of sanctions:

1. **Employees.** Sanctions imposed with respect to respondents who are employees may include, but are not limited to, one or more of the following: dismissal from employment, non-renewal of an employment contract, suspension, probation, reprimand, warning, issuance of a no-contact order, training and/or counseling.
2. **Students.** Sanctions may include, but are not limited to, one or more of the following: expulsion, suspension, probation, reprimand, warning, restitution, education/counseling, issuance of a no-contact order, restriction from extracurricular programs or activities, loss of leadership opportunity or positions in activities, housing restriction/relocation, and/or loss or restriction from College employment.
3. **Considerations.** In determining an appropriate sanction, the Hearing Officer may take into account the following:
  - a. The nature and circumstances of the harassment.
  - b. The impact of the harassment on the complainant.
  - c. The impact of the harassment on the College community.
  - d. The disciplinary history of the respondent.
  - e. Any other mitigating or aggravating circumstances.

*Additional Remedies.* The Title IX Coordinator may also identify additional remedies to address the effects of the conduct on the impacted party. Remedies may include extending or making permanent any supportive measures. If a complainant declined or did not take advantage of a specific supportive measure or resource previously offered, Olin may re-offer the supportive measure, as applicable or necessary. The Title IX Coordinator may also consider broader remedial action for the campus community, such as increased supervision or monitoring, targeted or increased education and prevention efforts, and review of policies and procedures. In addition, if any matter raised, but not addressed hereunder, potentially violates any other Olin policy, rule, or procedure, the Title IX Coordinator may refer the matter raised to the appropriate officials, irrespective of the finding under this Policy.

## Notice of Determination

Depending upon the circumstances, but generally within five (5) calendar days of the hearing, the hearing officer will simultaneously provide to the parties a copy of the written notice of determination.

The written notice may note whether remedies will be provided to the Complainant, but the specific remedies will not be shared with the Respondent unless needed to be disclosed to effectively implement the remedy.

The College strives to complete the investigation and hearing process within 120 days of when the notice of investigation is sent, absent extenuating circumstances. If there is a need to extend that timeframe, the College will provide notice to the parties of the extension and the reason for the extension.

# SEXUAL AND INTERPERSONAL MISCONDUCT AND TITLE IX POLICY

## C. Appeal

Either party may appeal a dismissal or a determination regarding responsibility within ten (10) calendar days after the written notice of the decision is sent to them. If a Complainant appeals a dismissal and the Respondent was not previously notified of the allegations, the Title IX Coordinator will send a notice of the allegations to the Respondent and inform the Respondent that they have a right to appeal the dismissal as well. During the ten (10) calendar day period between the written notice of a determination and the appeal deadline, the recording of the hearing will be made available to the parties and the parties' Advisor(s) for inspection and review subject to the privacy and confidentiality requirements of the College, the law, and this Policy. Appeals must be submitted to the Title IX Coordinator or Deputy Title IX Coordinator or designee in writing and must specify in detail the basis for the appeal.

Either party can appeal on the following bases: (1) procedural irregularity that would change the outcome; (2) new evidence that was not reasonably available at the time the determination was made that would change the outcome (the timeframe for filing an appeal based on newly discovered information may be extended at the discretion of the Title IX Coordinator or designee where the evidence could not reasonably have been discovered within the timeframe and a compelling justification exists for its consideration); (3) the Title IX Coordinator, decision-maker(s), or investigator(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that would change the outcome.

Upon receipt of an appeal, an appellate officer who was not the hearing officer for the matter will be appointed to review the matter. The appellate officer can be the Title IX Coordinator or Deputy Title IX Coordinator, or designee.

The parties will be notified of the appeal and offered the opportunity to submit a written statement in support of or against the appeal, which appeal shall be due within ten (10) calendar days.

The appellate officer will review the parties' written request(s) for appeal, the parties' written statement(s) in support of or against the appeal(s) (if any), the written record, and any other documents or evidence (including any recording) that the appellate officer deems relevant. The appellate officer will defer to decisions of the hearing officer(s) unless one or more of the appeal bases are satisfied.

The appellate officer may affirm the decision or remand the case to the original hearing officer(s), or a new hearing officer(s) if the appellate officer finds that doing so is necessary, or if the appeal was granted due to a conflict of interest or bias of one or more of the original hearing officer(s).

The appellate officer will draft a written notice of the appeal decision and provide it simultaneously to both parties.

## XIII. DEFINITIONS

*Advisor:* A person chosen by a party, who may but need not be an attorney, who provides support and advice to a Party during any stage of the process set forth in this Policy. Any person serving as a Party's Advisor is prohibited from publicly disclosing private information learned during this process, including information protected under the Family Educational Rights and Privacy Act ("FERPA") or other state or federal laws. Parties and Advisors are expected to maintain the privacy and respect the privacy concerns of all parties and witnesses to the greatest extent possible. If any Advisor is concerned about violating this assurance of privacy to gather evidence, they should raise such concerns with the Title IX Coordinator immediately so that it can be appropriately addressed to

# SEXUAL AND INTERPERSONAL MISCONDUCT AND TITLE IX POLICY

protect the sensitivity of the information without limiting the ability of either party to find and present relevant evidence.

## *Complainant:*

- A student or employee who is alleged to have been subjected to conduct that could constitute Prohibited Conduct;
- A person other than a student or employee who is alleged to have been subjected to Prohibited Conduct and who was participating or attempting to participate in the College's education program or activity at the time of the alleged Prohibited Conduct; or
- A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant.

*Complaint:* an oral or written request to the College that objectively can be understood as a request for the College to investigate and make a determination about alleged Prohibited Conduct.

*Consent and Sexual Coercion:* Consent is the affirmative and willing agreement to engage in a specific form of sexual contact with another person who is capable of giving consent. Consent cannot be obtained through: (a) the use of coercion, or (b) by taking advantage of the incapacitation or impairment of another individual, including someone who is underage, unconscious, asleep, incapacitated, or impaired by intoxication or drugs. Consent requires an outward demonstration, through mutually understandable words or actions, indicating that an individual has chosen freely to engage in a sexual contact.

Sexual Coercion is defined for purposes of this section as the application of unreasonable pressure to take part in sexual activity or in any of the Prohibited Conduct listed in Olin's Sexual and Interpersonal Misconduct Policy. Unreasonable pressure can be exerted through physical or emotional force, intimidation, misuse of authority, or outright threats. When someone makes it clear that they do not want to engage in sexual activity or do not want to go beyond a certain point of sexual interaction, continued pressure beyond that point may be considered coercive. Ignoring or dismissing the objections of another person may also be a form of coercion.

Silence, passivity, or the absence of resistance does not imply consent. Relying solely on non-verbal communication may result in confusion about whether there is effective consent. It is important not to make assumptions. If confusion or ambiguity arises during a sexual interaction, it is essential that each participant stops and verbally clarifies the other's willingness to continue.

Consent can be withdrawn at any time. When consent is withdrawn, sexual activity must cease. Prior consent does not imply current or future consent; even in the context of an ongoing relationship, consent must be sought and freely given for each instance of sexual contact. An essential element of consent is that it be freely given.

In evaluating whether consent was given, consideration will be given to the totality of the facts and circumstances including, but not limited to, the extent to which an individual affirmatively uses words or actions indicating a willingness to engage in sexual contact, free from intimidation, fear, or coercion; whether a reasonable person in the position of the individual alleged to have committed the conduct would have understood such person's words and acts as an expression of consent; and whether there are any circumstances, known or reasonably apparent to the individual alleged to have committed the conduct, demonstrating incapacitation or fear.

# SEXUAL AND INTERPERSONAL MISCONDUCT AND TITLE IX POLICY

*Incapacitation:* the inability, temporarily or permanently, to give consent, because the individual is mentally and/or physically helpless due to drug or alcohol consumption, taken either voluntarily or involuntarily, or the individual is unconscious, asleep or otherwise unaware that the sexual activity is occurring. In addition, an individual is incapacitated if they demonstrate that they are unaware of where they are, how they arrived at a location, or why or how they became engaged in a sexual interaction. Where alcohol is involved, incapacitation is a state beyond drunkenness or intoxication.

*Prohibited Conduct:* conduct defined in detail above as the conduct prohibited by this Policy.

*Relevant:* related to the allegations of Prohibited Conduct under investigation as part of procedures described below. Questions are relevant when they seek evidence that may aid in showing whether alleged Prohibited Conduct occurred, and evidence is relevant when it may aid a decision-maker in determining whether alleged Prohibited Conduct occurred.

## XIV. RECORDKEEPING

All records related to complaint resolution will be maintained for seven (7) years by the Title IX Coordinator, including:

- For each complaint of Prohibited Conduct, records documenting any informal resolution process or formal resolution process, and the resulting outcome;
- For each notification the Title IX Coordinator receives of information about conduct that reasonably may constitute Prohibited Conduct, records documenting the actions the College took in response; and
- All materials used to provide training regarding issues related to Prohibited Conduct. The College will provide an on-campus, in-person opportunity for members of the public to review such materials upon request, in the presence of a College official.

An audio-recording or transcript of a hearing and any documents or other evidence presented at a hearing will serve as the record of the hearing proceedings and will be maintained by the Title IX Coordinator, as part of the Respondent's conduct record, *if found responsible*, for as long as the conduct record is maintained.

## XV. TRAINING, PREVENTION AND AWARENESS PROGRAMS

The College provides training to students and employees to ensure they understand this Policy and the topics and issues related to maintaining an education and employment environment free from Prohibited Conduct.

- The College will provide to all employees training on:
  - The College's obligation to address Prohibited Conduct in its education program or activity;
  - The scope of conduct that constitutes Prohibited Conduct, including the definition of sex-based harassment; and
  - All applicable notification and information requirements.
- The College will, in addition to the training provided to all other employees, provide to investigators, decision-makers, appellate officers and other persons who are responsible for implementing resolution procedures described in this Policy or have the authority to modify

# SEXUAL AND INTERPERSONAL MISCONDUCT AND TITLE IX POLICY

or terminate supportive measures training on the following topics to the extent related to their responsibilities:

- The College's obligations to respond to Prohibited Conduct, as required by federal regulations;
  - The resolution process described in this Policy;
  - How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
  - The meaning and application of the term "relevant" in relation to questions and evidence, and the types of evidence that are impermissible regardless of relevance as described above; and
  - Training, annually, on issues relating to Prohibited Conduct, investigatory procedures and any applicable hearing procedures to protect the safety and rights of students and employees and promote accountability, which will include:
    - information on working with and interviewing persons subjected to Prohibited Conduct;
    - information on particular types of conduct that constitute Prohibited Conduct;
    - information on consent and the role drugs and alcohol may play in an individual's ability to consent;
    - the effects of trauma, including any neurobiological impact on an individual;
    - cultural competence training regarding how Prohibited Conduct may impact individuals differently depending on factors that contribute to an individual's cultural background, including, but not limited to, national origin, sex, ethnicity, religion, gender identity, gender expression and sexual orientation;
    - ways to communicate sensitively and compassionately with a reporting party of Prohibited Conduct including, but not limited to, an awareness of responding to a reporting Party with consideration of that Party's cultural background and providing services to or assisting in locating services for the reporting Party;
    - training and information regarding how Prohibited Conduct may impact individuals with developmental or intellectual disabilities; and
    - training on the principles of due process necessary to ensure that proceedings are conducted impartially in a manner that is fundamentally fair to all Parties.
- The College will, in addition to the training provided to all other employees, provide to facilitators of the College's informal resolution process training on the rules and practices associated with that process and on how to serve impartially, including by avoiding conflicts of interest and bias.
  - The College will ensure the Title IX Coordinator and designees receive training on their specific responsibilities in those roles as defined by federal regulations, The College's obligations to prevent discrimination and ensure equal access based on pregnancy and related conditions, respond to Prohibited Conduct and provide supportive measures as required by federal regulations, keep records as required by federal regulations, and any other training necessary to coordinate the College's compliance with Title IX.
  - The College will provide training to its Title IX Coordinator and its campus safety personnel regarding the awareness and prevention of sexual misconduct.

## **SEXUAL AND INTERPERSONAL MISCONDUCT AND TITLE IX POLICY**

The College is committed to the prevention of Prohibited Conduct through regular and ongoing education and awareness programs. Incoming students and new employees receive primary prevention and awareness programming as part of their orientation, and returning students and current employees receive ongoing training and related education.



# CAMPUS SAFETY AND SECURITY PROGRAM

## Committee for Public Counsel Services

Website: [www.publiccounsel.net](http://www.publiccounsel.net)

Public defender agency for Massachusetts

## Mass Legal Services

Website: <https://masslrf.org/en/home> Legal Resource Finder: Contact information for legal aid programs, nonprofits, government agencies, and court programs

## Norfolk Superior Court

Phone: 781-326-1600

## Dedham District Court

Phone: 781-329-4777

## CAMPUS SECURITY

The Student Right-to-Know and Campus Security Act of 1990 (Public Law 101-542) required all colleges to begin to collect certain information commencing September 1, 1991. It also required that the College prepare, publish, and distribute this information to all current students and employees, and to any applicants for enrollment or employment upon request beginning September 1, 1992, and each year thereafter. Title II of Public Law 101-542 mandates the reporting of the following criminal acts occurring at Olin College during the most recent three calendar years as defined in the law. Title II of Public Law 101-542 also mandates the reporting of statistics concerning the number of arrests for the following crimes. This law was also amended to include those not arrested. The College currently has no recognized off-campus student organizations. All student organizations are housed in campus buildings.

Incidents reported to the Public Safety Department as Mandated by Title II of Public Law are defined as:

## CRIME DEFINITIONS FROM THE UNIFORM CRIME REPORTING HANDBOOK

**Arson:** Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Criminal Homicide:

**Manslaughter by Negligence** – The killing of another person through gross negligence.

**Murder and Non-negligent Manslaughter** – The willful (non-negligent) killing of one human being by another.

## CAMPUS SAFETY AND SECURITY PROGRAM

**Robbery:** The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

**Aggravated Assault:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

**Burglary:** The unlawful entry of a structure to commit a felony or a theft. For reporting purposes, this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

**Motor Vehicle Theft:** The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by person not having lawful access even though the vehicles are later abandoned including joyriding.)

**Domestic Violence:** Felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

**Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

**Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for the person's safety or the safety of others or (b) suffer substantial emotional distress.

**Weapons Law Violations:** The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

**Drug Abuse Violations:** Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous nonnarcotic drugs (barbiturates, Benzedrine).

**Liquor Law Violations:** The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Definitions of Sex Offenses from the NIBRS Edition of the Uniform Crime Reporting Program

# CAMPUS SAFETY AND SECURITY PROGRAM

**Sex Offenses A-D:** Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

- A. **Rape:** 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.
- B. **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
- C. **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- D. **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.

## Definitions of Reportable Geographic Locations for Needham, MA Campus

**On-Campus Property:** Total campus crime on Needham, MA campus. (Crimes occurring both on campus and within on-campus student housing facilities)

**On-Campus Student Housing Facilities:** Crimes only occurring in student housing facilities on Needham, MA campus.

**Public Property:** Crimes occurring on public property immediately adjacent to and accessible from Needham, MA campus.

**Note:** All liquor, drug and weapon law/policy violations are referred to the Student Affairs Office. Per Clery Act requirements, the liquor, drug and weapon statistics reported in this Security & Fire Report only include law violations that were referred to the Student Affairs Office. They do not include College policy violations alone. For example, possession of two ounces or less of marijuana is no longer Clery reportable due to its legalization in the state of Massachusetts.

# CAMPUS SAFETY AND SECURITY PROGRAM

## CRIME STATISTICS

### Class I Crimes

Crimes												
Total Crimes Reported:	Olin College Main Campus						Non-Campus			Public Property		
	2021		2022		2023		2021	2022	2023	2021	2022	2023
Offense Type	Res Hall	Campus	Res Hall	Campus	Res Hall	Campus						
Murder / non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	1	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	1	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
Total	0	0	0	1	0	1	0	0	0	0	0	0

**Campus:** Total campus crime (On campus residential crimes plus on campus crimes)

**Res Hall:** Residential crimes only

**Non-Campus:** Olin College does not have any non-campus property for which to report statistics

**Public Property:** Crimes occurring on public property immediately adjacent to and accessible from the main campus

# CAMPUS SAFETY AND SECURITY PROGRAM

VAWA Offenses Reporting Table												
	Olin College Main Campus						Non-Campus			Public Property		
	2021		2022		2023		2021	2022	2023	2021	2022	2023
Offense Type	Res Hall	Campus	Res Hall	Campus	Res Hall	Campus						
Stalking	1	1	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Total	1	1	0	0	0	0	0	0	0	0	0	0

## ARRESTS OR INCIDENTS FOR DISCIPLINE

Arrests/Referrals for Selected Offenses												
Total Crimes Reported:	Olin College Main Campus						Non-Campus*			Public Property*		
	2021		2022		2023		2021	2022	2023	2021	2022	2023
Offense Type	Res Hall	Campus	Res Hall	Campus	Res Hall	Campus						
Liquor Violations												
Arrest	0	0	0	0	0	0	0	0	0	0	0	0
Referral	5	5	1	1	0	0	0	0	0	0	0	0
Drug Violations	0	0	0	0	0	0	0	0	0	0	0	0
Arrest	0	0	0	0	0	0	0	0	0	0	0	0
Referral	0	0	1	1	2	0	0	0		0	0	0
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0
Arrest	0	0	0	0	0	0	0	0	0	0	0	0
Referral	0	0	0	0	0	0	0	0	0	0	0	0
Total	5	5	2	2	2	0	0	0	0	0	0	0

\*Under the Jeanne Clery Act, colleges and universities are required to report the above listed criminal statistics that occur on all property adjacent to the campus.

**Campus:** Total campus crime (On campus residential crimes plus on campus crimes)

**Res Hall:** Residential crimes only

**Non-Campus:** Olin College does not have any non-campus property for which to report statistics

**Public Property:** Crimes occurring on public property immediately adjacent to and accessible from the main campus

# CAMPUS SAFETY AND SECURITY PROGRAM

## HATE CRIMES

Hate Crimes (by Prejudice)												
Total Hate Crimes Reported:	Olin College Main Campus						Non-Campus			Public Property		
	2021		2022		2023		2021	2022	2023	2021	2021	2023
Type	Res Hall	Campus	Res Hall	Campus	Res Hall	Campus						
Race	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

During the 2023, 2022 and 2021 calendar years, no crimes were unfounded, and no hate crimes were reported for any of the following categories of prejudice: race, gender identity, national origin, religion, ethnicity, disability, or sexual orientation.

## FIRES IN STUDENT HOUSING

Summary of Fires									
	2021			2022			2023		
Name of Facility	Fires	Injuries	Deaths	Fires	Injuries	Deaths	Fires	Injuries	Deaths
East Hall 1000 Olin Way	0	0	0	0	0	0	0	0	0
West Hall 1000 Olin Way	1	0	0	0	0	0	0	0	0
Total	1	0	0	0	0	0	0	0	0



# CAMPUS SAFETY AND SECURITY PROGRAM

## EMERGENCY CONTACTS

Olin College Public Safety  
East Hall – Satellite Office  
Public Safety Building – Babson Main Office  
**Emergency Dispatch:** 781.239.5555

Needham Police Department  
99 School Street  
Needham, MA 02492  
**Emergency Dispatch:** 781.455.7570

Needham Fire Department  
88 Chestnut Street  
Needham, MA 02492  
**Emergency Dispatch:** 781.444.0142  
**General Business:** 781.455.7580

Office of Student Affairs and Resources  
Campus Center, Suite 319  
781.292.2321

Facilities Services  
Milas Hall, 2<sup>nd</sup> Floor  
781.292.4444

## ADVOCACY, COUNSELING, AND SUPPORT RESOURCES

Babson College Health Services (students only) 781.239.6363  
<https://www.babson.edu/student-life/health-and-wellness/health-services/>

Boston Area Rape Crisis Center (BARCC) 800.841.8371

REACH- 24-hour Domestic Violence Hotline 800.899.4000

UWill's Mental Health Crisis Line: Immediate mental health support is available 24/7/365 for Olin students 833.646.1526

Employee Assistance Program (employees only) 800.311.4327

# CAMPUS SAFETY AND SECURITY PROGRAM

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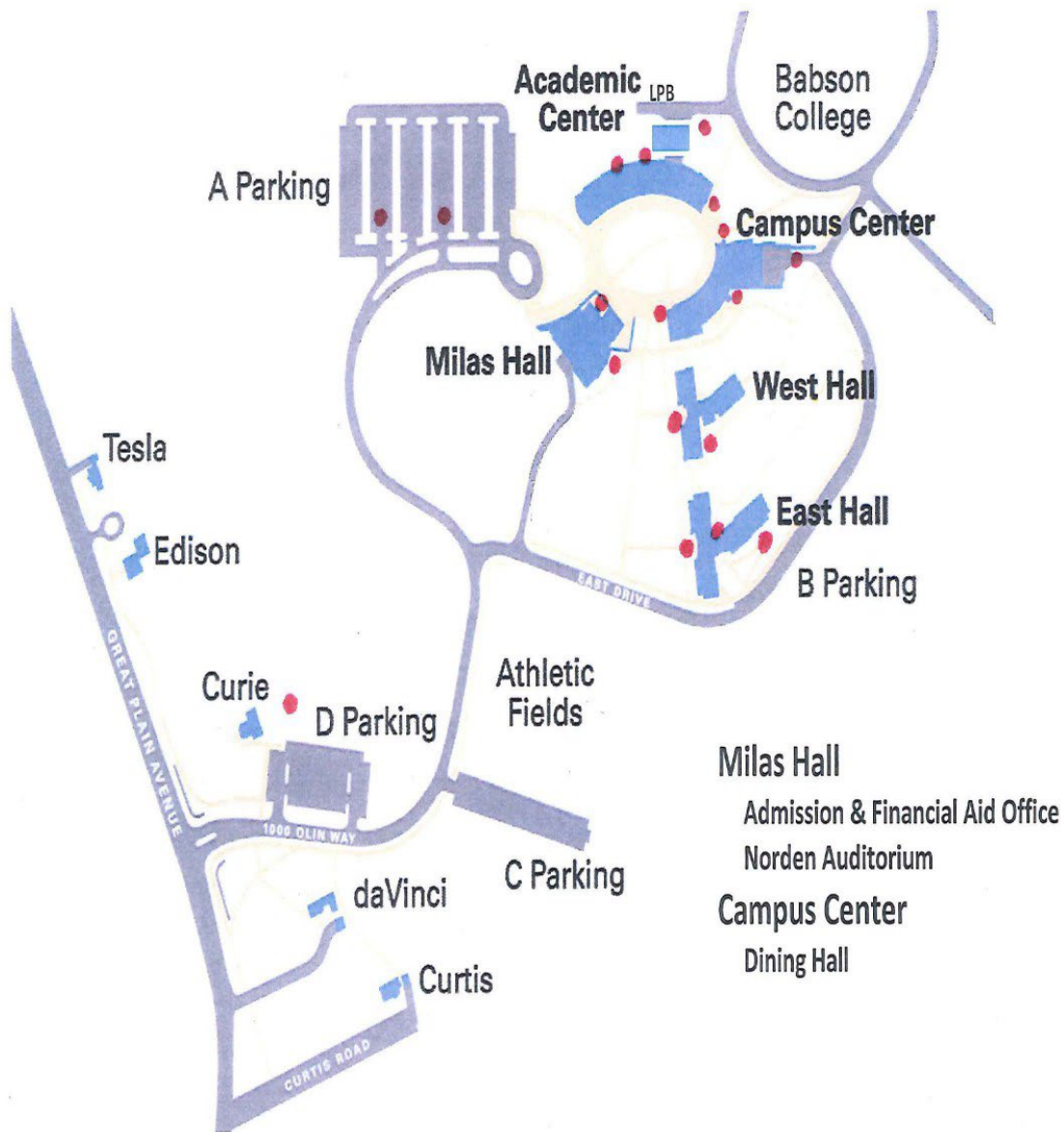
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# CAMPUS SAFETY AND SECURITY PROGRAM

## CAMPUS MAP



### Public Safety Emergency Phone Locations

(● Emergency Phone)