

2022–23 Annual Security and Fire Safety Report

Containing Crime Statistics for Calendar Years 2019, 2020 and 2021



Worcester Polytechnic Institute

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Preface

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act was signed into law in November 1990. It requires institutions participating in student financial aid programs 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 occurred on or near campus. This report also includes fire safety statistics with residence halls emergency preparedness evacuations and missing person protocols. In 2013, the Act was further amended with the additional requirements of reporting certain crimes under the Violence Against Women Act.

Preparation of the Annual Security Report

The 2021 Annual Security & Fire Safety Report was prepared by the Clery Act Compliance Administrator by collaborating data and statistics submitted by the Dean of

Students, Title IX Coordinator, Director of Residential Services, the Student Development & Counseling Center, Athletics, the WPI Police Department, and law enforcement agencies with jurisdiction for international and domestic non-campus property locations, and individuals who have been designated as Campus Security Authorities (CSA's) at WPI. In compliance with the Clery Act, the information is posted for employees and students at the [WPI Police website](#). Printed copies may be obtained by calling 508-831-5533.

Law Enforcement Authority and Interagency Relationships

Overview

The WPI Police Department is located in the lower level of Founders Hall and has personnel on duty 24 hours a day, 7 days a week, 365 days a year. Founders Hall is located at 26 Boynton Street, Worcester, Massachusetts 01609.

The WPI Police Department is a full-time, full-service law enforcement agency comprised of sworn police officers and civilian employees who have the responsibility in providing police services and crime prevention to all WPI Community members within their jurisdictional boundaries.

Authority and Jurisdiction

The WPI Police Department is accredited by the Massachusetts Police Accreditation Commission and is recognized by the Commonwealth of Massachusetts as a criminal justice agency. All sworn WPI police officers are "special state police officers" pursuant to Massachusetts General Laws Chapter 6E§ 1-16 and Chapter 22C, §63.5.1 Under this state law, these officers shall have the same power to make arrests as regular police officers for any criminal offense committed in or upon lands or structures owned, used or occupied by the university.

[1. https://malegislature.gov/Laws/GeneralLaws/PartI/TitleII/Chapter22C/Section63andChapter6E/Section1-16](https://malegislature.gov/Laws/GeneralLaws/PartI/TitleII/Chapter22C/Section63andChapter6E/Section1-16)

WPI Police Department's jurisdiction encompasses property and buildings owned or controlled by the university. WPI Police may extend its jurisdictional authority under the guidance of the City of Worcester Police Department within the confines of a transfer of authority. WPI Police works closely with Worcester Police on matters of safety and security on our campus, as well as in the neighborhoods surrounding the campus.

Professional Training

WPI Police Officers are graduates of a police academy conducted or sanctioned by the Massachusetts State Police and the Massachusetts Police Training Committee. Upon graduation, the Massachusetts Peace Officer Standard and Training Commission (POST) certify them as police officers in Massachusetts. WPI Police Officers must recertify every three years.

The recruit training academies consist of several months of full-time, in-depth training in all aspects of police operations and are followed by several weeks of field training under the close supervision of a WPI Police supervisor. Annual in-service training is mandated to all officers. Officers are frequently assigned to attend in-depth training in a variety of specialized topics as well as other subjects, which enhance the ability of the WPI Police Department to provide comprehensive public safety services. Some examples are:

- Crime Prevention Theory
- Investigation of Sexual Assaults
- Rape Aggression Defense (R.A.D.)
- Diversity, Sensitivity, and Multicultural Awareness
- Bias related training
- Investigation of Hate/Bias-Motivated Crimes
- Duty to Intervene

- Defensive Tactics and De-escalation
- Use of Force
- OSHA Regulations
- Firearms Training
- Terrorism
- ICS/NIMS (Incident Command)
- Weapons of Mass Destruction
- Active Shooter
- CPR/First Responder
- Defibrillator
- Narcan
- Mental Health and Suicide Awareness

WPI Police are trained as first responders and are certified in cardiopulmonary Resuscitation (CPR), and fully equipped with automatic external defibrillator (AED) and Narcan.

Interagency Relationships

In March 2022, the WPI Police Department entered into a memorandum of understanding (MOU) with the Worcester Police Department to comply with MGL C.6 §168E (c) and 610 CMR 14.00. The purpose of this MOU is to facilitate opportunities for communication between the Institute of Higher Education (IHE) and the Local Law Enforcement Agency (LLEA) and to establish the respective roles and responsibilities of both the IHE and the LLEA regarding the prevention of and response to sexual misconduct.

In addition, the WPI Police Department maintains a close working relationship with the City of Worcester Police Department, the City of Boston Police Department, and with other state and federal law enforcement agencies along with various other elements of the criminal justice system such as the Worcester County District Attorney's Office.

This collaboration includes sharing of intelligence and statistical data related to criminal activity impacting the WPI community, reciprocal cooperation and assistance with alleged criminal activity affecting the WPI community. WPI Police Department attends meetings with the City of Worcester Police Department to exchange ideas, discuss crime trends, and identify problems, which may be of concern for the WPI community.

The WPI Police Command and Supervisory staff participate in professional associations that foster increased proficiency in their areas of responsibility. Members of the staff maintain active memberships in the following associations:

- International Association of Campus Law Enforcement Administrators
- Northeast Colleges and Universities Security Associations
- Massachusetts Association of College and University Public Safety Directors
- Massachusetts Latino Police Officers Association
- Massachusetts Chiefs of Police Association
- Central Massachusetts Chiefs of Police Association
- Greater Boston Police Council (Plymouth County Commissioner's membership)
- New England State Police Information Network (NESPIN)
- Massachusetts Police Accreditation Commission (MPAC)
- Boston Consortium for Higher Education (WebEOC)

WPI Police Daily Crime Log

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act the WPI Police Department maintains, and makes available, a Daily

Crime Log, which records all criminal incidents and alleged criminal incidents, reported to WPI Campus Police. New incidents will be recorded not more than two business days after they are first reported, and generally changes to, or dispositions of, existing incidents will be updated not more than two business days after they are changed or closed.

NOTE: The Daily Crime Log contains only those criminal incidents and alleged criminal incidents taking place within the university's Clery geography (see the geographical campus map [here](#)). For information about criminal incidents and alleged criminal incidents taking place outside the WPI's Clery geography, please contact the City of Worcester Police Department at 508-799-8600 or visit their [website](#). Information reported includes:

- Date the crime was reported
- Date and time the crime occurred
- Nature of the crime
- General location of the crime
- Disposition of the complaint, if known

Maintenance

The WPI Police Department reserves the right to exclude criminal incidents and alleged criminal incidents if the disclosure:

- Is prohibited by law
- Would jeopardize the confidentiality of the victim

The WPI Police Department reserves the right to temporarily withhold information of criminal incidents and alleged criminal incidents if the disclosure would:

- Jeopardize an ongoing investigation
- Jeopardize the safety of an individual
- Cause a suspect to flee or evade detection
- Result in the destruction of evidence

Availability

- Viewable at the WPI Police Department located in the lower level of Founders Hall, 26 Boynton Street, Worcester, Massachusetts 01609, Monday through Friday (except for Massachusetts and Federal holidays), 8:00am – 4:00pm.
- Available upon request for incidents that occurred in the last 60 days
- Available within two business days for incidents older than 60 days

Monitoring and Recording Criminal Activity

On campus:

Our computerized information management system assists officers in documenting reports of crimes, injuries, emergencies, unusual events, or suspicious activity on campus, and facilitates the collection of monthly and annual crime statistics. The WPI Police Department is linked nationwide through the LEAPS/NCIC/CORI Law Enforcement Network, allowing the department access to criminal activity, motor vehicle history/information, and priority communication between law enforcement agencies.

Non-campus and Public Property:

The Worcester Police Department (and Boston Police Department, as applicable) provide the WPI Police Department with statistics for crimes committed on public property located within the same reasonably contiguous geographic area of the university (i.e., sidewalk, street, thoroughfare, parking facility) and is adjacent to a facility that is owned or controlled by the university the facility is used by WPI in direct support of, or in a manner related to, the university's educational purposes. These departments also provide the WPI Police Department statistics for crimes committed in any building or property owned or controlled by student organizations that are officially recognized by WPI (See Clery Statistics section).

Monitoring and Recording of Criminal Activity by Students at Non-campus locations of Recognized Student Organizations:

WPI has officially recognized student organizations that own or control housing facilities outside of the WPI core campus, but located in Worcester, Massachusetts. If the City of Worcester Police Department is called by a citizen to respond to one of those locations, the City of Worcester Police Department will typically notify WPI Police Department to respond with them or they will notify the WPI Police Department after they have responded to inform WPI of the situation. However, the City of Worcester Police Department does this out of courtesy and is not "required" to notify or involve WPI Police Department when they respond to a call involving private property.

When a serious crime occurs at non-campus locations of recognized student organizations, the WPI Police Department will contact the City of Worcester Police Department and the WPI Police Department will work closely with the City of Worcester Police Department in a coordinated investigative effort collaboratively respond to crimes within the peripheral areas of the WPI Campus. Such areas include; Fraternities, Sororities, and other student housing contiguous to the WPI Campus. Depending upon the nature of the crime, Massachusetts State Police specialists may be contacted by the WPI Police Department and requested to assist in the investigation.

Crime Prevention and Awareness Programs

The WPI Police Department believes it is more beneficial to prevent crimes than to react to them after the fact. One of the essential ingredients of any successful crime prevention program is an informed public. It is the intent of the WPI Police Department to inform students and employees of good crime prevention and security awareness practices.

Crime prevention programs on personal safety and theft prevention are sponsored by various campus organizations throughout the year. The WPI Police Department facilitates programs for student and faculty orientations, student organizations, and for students living in the residence halls. Each semester on campus, Rape Aggression Defense (RAD) training is offered and taught by certified instructors.

Additionally, the Security Tracking of Office Property (STOP), as well as Operation Identification programs, are

offered to all community members throughout the year. These programs provide permanent deterrent markings of personal property of students, staff, faculty, and administrators, while recording serial and model numbers of the products to aid in identification should any of these items be stolen. This combination of deterrent effort and recovery ability has resulted in a decrease of thefts of these types of items on the WPI campus.

The WPI Police Department encourages students, faculty, and staff to use WPI's Student Night Assistance Patrol (SNAP). The SNAP program provides community members with a mobile transport on campus and within a one-mile radius of campus during the evening and early morning hours, 7 days a week when classes are in session. SNAP operates on a reduced schedule during recess/break periods. In addition to the SNAP transportation services, WPI provides daytime shuttle services between main campus properties in Worcester.

Each academic year, WPI offers crime prevention and security awareness programs. Topics such as personal safety, residence hall security, drug and alcohol abuse awareness and sexual misconduct prevention are some examples of programs offered annually. "Bringing In The Bystander," a bystander intervention program, and "Get Inclusive," a sexual misconduct, discrimination, and diversity and inclusion training program are presented to all incoming students each fall during New Student Orientation. Employees also receive training on sexual misconduct, discrimination, and diversity and inclusion upon hire.

A primary vehicle for accomplishing this goal is the department's crime prevention strategy, a program based on the concepts of eliminating or minimizing criminal opportunities whenever possible and encouraging students and employees to be responsible for their own security and the security of others. This strategy is also based on a multilevel approach that includes proactive area patrols of the campus, crime prevention education and training, and building and area surveys, to assess risk and recommended compensatory measures.

The following are some of the crime prevention programs and services, available to both students and employees, offered by the WPI Police Department.

- **Rape Aggression Self Defense (RAD)** – The Rape Aggression Defense System (RAD) is a program of realistic, self-defense tactics and techniques. It is a program that teaches students defensive concepts and techniques against various types of assault, by utilizing easy, effective, and proven self-defense tactics.

- **Security Tracking of Office Property (STOP)** – Program that allows individuals to register their laptop or other property to aid in the recovery of the laptop if it were to be stolen.
- **National Bicycle Registration** – The National Bike Registry (NBR®) is a program that is available year-round that allows owners of bicycles to register their bicycle into a national data base to assist law enforcement agencies in returning stolen bikes to their rightful owners.
- **Identity Theft** – A program that explains various ways of how to protect your personal information.
- **Student Orientation Programs** – The WPI Police Department participates in various Student Orientation Programs held at WPI. This allows the opportunity for students to meet and get to know the members of the WPI Police Department.
- **Sexual Misconduct Awareness** – Members of the WPI Police Department conduct various Sexual Misconduct Awareness talks with student groups and are also active members of the SAVE Committee.
- **Critical Incident Awareness** – WPI Police Department routinely provides training on Active Incident (e.g., Active Shooter) training to members of the WPI Community.
- **Domestic Violence** – WPI Police Department provides services to prevent sexual assault, Domestic Violence and supports victims of Domestic Violence in obtaining necessary support.
- **Student Transportation Services (SNAP)** – Throughout the school year, WPI's Student Night Assistance Patrol (SNAP) Shuttles provide safe transportation to WPI students at night and on weekends. [Click here](#) for hours of operation.
- **Emergency Phones** – To safeguard the WPI environment, emergency phones are located throughout the WPI campus. These "Blue Light" Emergency Phones link callers directly to the WPI Campus Police, staffed 24 hours a day, 7 days a week, 365 days a year. [Click here](#) for a map of the locations of these "Blue Light" Emergency Phones.
- **Emergency Medical Services (EMS)** – WPI Police Department works closely with the WPI EMS Squad that provides medical staffing for several events on WPI's campus.

- **Street Smarts Seminars** – Crime Awareness and Personal Safety program for members of the WPI Community.
- **Crime Prevention Presentations** – Provides crime prevention for members of the WPI Community.
- **Brochures/Literature** – Make available brochures and other literature on various crime prevention programs to enhance the safety and security of the WPI campus.
- **Officer Liaison, Community Relations** – Offer liaison organizes different safety talks and meet & greet events throughout the year showcasing different programs and speaking on safety tips to students.
- **Traffic Safety and Services** – Campus police partner with student life and local law enforcement when necessary to problem solve issues of traffic and pedestrian safety and concerns in and around the WPI campus.
- **Safe Haven Program** – The Safe Haven Program is a community safety initiative that pairs the WPI Police Department with civic-minded area businesses to provide emergency assistance to all members of the WPI community. Click [here](#) for an interactive map of participating businesses.
- **Timely/Safety Notification of Criminal Activity** – In the event of a substantiated serious security or safety concern, either on university property or in the near vicinity of the campus, WPI will inform students and campus community members of threatening situations and how they can best protect themselves from harm.
- **Safety Escort Programs** – In addition to SNAP, Campus Police is also available to provide transportation to students and employees on and as needed basis when there are concerns for safety or mobility access.
- **New Student Orientation** – During New Student orientation campus police conducts a safety talk about campus safety and campus transportation programs that campus police offer throughout the school year.

Members of the WPI community seeking specific crime prevention programs or seminars may arrange a meeting with a representative of the Community Service Unit, who will help tailor a program to fit your needs. Call the WPI Police Department at 508-831-5433.

Reporting Criminal Incidents and Other Emergencies

The WPI Police Department has primary responsibility for patrolling the WPI campus and it has been designated as the institution's primary reporting structure for crimes and emergencies.

In compliance with the Clery Act, ***WPI encourages employees and students to report all emergencies and criminal activity accurately and promptly to the WPI Police Department.*** All WPI employees and students who are designated as Campus Security Authorities (CSAs) are encouraged to accurately and promptly report all Clery reportable crimes to the WPI Police Department to ensure inclusion in the annual crime statistics and to aid in providing timely warning Campus Safety Alert notices to the WPI community, when appropriate.

Anyone with information regarding a crime or other situation that poses a threat to the campus community should notify the WPI Police Department immediately. Individuals can contact the WPI Police Department by calling the emergency number 508-831-5555 or using any one of the "Blue Light" Emergency phones (recognized by their blue lights). Click [here](#) for an interactive map of where these "Blue Light" Emergency Phones are located. These phones ring directly into the WPI Police Department, automatically registering the location of the caller. Individuals may also dial 9-1-1 for law enforcement response in an emergency.

A crime or other serious incident may also be reported, in-person, at the WPI Police station, located in the lower level of Founders Hall, 26 Boynton Street, Worcester, Massachusetts 01609.

The Dean of Students Office, Residential Services, and the Student Development and

Counseling Center (SDCC), Office of Title IX, Health Services and the Center for Well Being are available to assist students in reporting serious incidents to the WPI Police Department. The Division of Talent & Inclusion is available to assist all employees with issues of concern and outside support.

A crime that occurs off campus should be reported to the police department having legal jurisdiction. The WPI Police Department will assist faculty, staff, or students in the event they are unsure of the appropriate police department to contact.

While the City of Worcester Police Department has primary jurisdiction in all areas off campus in Worcester, Massachusetts, WPI Police Officers may respond to student-related incidents that occur on property not owned and leased by the university. If the City of Worcester Police Department is contacted about criminal activity off campus involving WPI students, the City of Worcester Police Department may notify the WPI Police Department. Students in these cases may be subject to arrest by the local police and may be subject to WPI's disciplinary proceedings through the WPI Dean of Students Office.

WPI also has property in the City of Boston, Massachusetts. The WPI Seaport is a 6,400 square-foot facility that accommodates tech suites, meeting areas, open-concept spaces, and working spaces located in Boston, Massachusetts. The City of Boston Police Department has primary jurisdiction in the area around the WPI Seaport Building, 303 Congress Street, Boston, MA.

WPI participates in FBI's Uniform Crime Reporting Program for campus crime published in the annual U.S. Department of Justice publication, Crime in the United States. The following numbers are provided to assist you in reporting incidents of crime:

Emergency:

WPI Police Department:

- By Phone, Dial: 508-831-5555; on campus, dial 5555
- In-Person at: WPI Police Department located in the lower level of Founders Hall, 26 Boynton Street, Worcester, Massachusetts 01609.

City of Worcester Police Department:

- By Phone, Dial: 911
- In-Person at: 9-11 Lincoln Square, Worcester, MA 01608

City of Boston Police Department:

- By Phone, Dial: 911
- In-Person at: 101 W Broadway, South Boston, MA 02127

A map of Emergency Phone locations can be found [here](#).

Non-emergency:

WPI Police Department:

- By Phone, dial: 508-831-5433; on campus, dial 5433
- In-Person at: WPI Police Department located in the lower level of Founders Hall, 26 Boynton Street, Worcester, Massachusetts 01609
- SNAP (Personal Safety Transport) TransLoc App (Download) <https://transloc.com>

City of Worcester Police Department:

- By Phone, dial: The non-emergency Complaint Line: 508-799-8606
- In-Person at: City of Worcester Police Department located at 9 -11 Lincoln Square, Worcester, Massachusetts 01608.

City of Boston Police Department:

- By Phone, dial: The non-emergency phone number: (617) 343-4730
- In-Person at: City of Boston Police Department, District C-6, 101 W Broadway, South Boston, MA 02127

Dean of Students:

- By Phone, dial 508-831-5201; on campus, dial 5201
- In-Person at: Rubin Campus Center, Rms 226-228.

Title IX Office:

- By Phone, dial 508-831-6514, on campus, dial 6514
- In-Person at: Rubin Campus Center 234

WPI Residential Services:

- By Phone, dial 508-831-5645; on campus, dial 5645
- In-Person at: East Hall 30 Boynton St, Worcester, MA 01609.

WPI Student Development & Counseling Center:

- By Phone, dial 508-831-5540; on campus, dial 5540, In-Person at: 16 Einhorn Rd, Worcester, MA 01609.

Division of Talent & Inclusion:

- By Phone, dial 508-831-5470; on campus, dial 5470
- In-Person at: Division of Talent & Inclusion office located in Boynton Hall

Campus Security Authorities (CSA)

Federal law requires the WPI to disclose statistics concerning the occurrence of certain crimes enumerated in the Clery Act that occur within the WPI's Clery geography and that are reported to a Campus Security Authority (CSA).

A CSA encompasses four groups of individuals and organizations associated with an institution:

- A campus police department or a campus security department of an institution.
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g., an individual who is responsible for monitoring the entrance into an institutional property).
- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. An official is defined as any person who has the authority and the duty to act or respond to particular issues on behalf of the institution.

As a result of the amendments to 20 U.S.C. Section 1092 (f), clarification was given to those considered to be campus security authorities. Campus "professional counselors", when acting as such, are not considered to be a Campus Security Authority, and are not required to report crimes for inclusion into the annual disclosure of crime statistics.

While WPI encourages all WPI community members promptly report crimes and other emergencies directly to the WPI Police Department, WPI recognizes that some may prefer to report to other individuals. A WPI community member can report a crime to a Campus Security Authority (CSA) who will provide the information

to the WPI Police Department. For crimes that involve sexual misconduct (including but not limited to sexual harassment and sexual violence), a CSA is required to report that information to the Title IX Office as well as the WPI Police Department.

If a CSA receives information pertaining to a qualifying Clery Act crime and believes it was provided in good faith, meaning that there is reasonable basis for believing that the information is not rumor or hearsay, then, the crime is a Clery Act reportable, the CSA is encouraged to accurately and promptly report such Clery Act crime to the WPI Police Department, and upon such report the Clery Act crime will be included in the crime statistics of the Annual Security and Fire Safety Report.

Reporting to WPI Employees and Supervisors:

WPI has adopted a Title IX & Sexual Misconduct Policy that requires all employees, except those designated as confidential resources (identified below), and all supervisors who learn of an alleged violation of WPI's Title IX & Sexual Misconduct Policy involving students or their supervisees (respectively) to immediately report such information to the Title IX Office. WPI's Director of Title IX (Title IX Coordinator) can be reached at (508) 831-6514 or via email at: TitleIX@wpi.edu.

When a WPI community member reports an incident of alleged sexual misconduct to a WPI employee, reports will be taken seriously, reported to the Title IX Office, and may be investigated and resolved in accordance with WPI's published policies. Unreasonable delay in reporting may impede WPI's ability to effectively investigate and/or effect appropriate remedial action.

WPI will administer any report involving an alleged violation of WPI's Title IX & Sexual Misconduct Policy, including any formal complaint under such policy, using the utmost degree of privacy and confidentiality possible under the circumstances of each matter, and as permitted by law.

Confidential Reporting

If a reporting party does not desire action by the WPI and would like the details of the incident to be kept confidential, the reporting party may seek support from certain resources who are not required to tell anyone else private, personally identifiable information unless there is cause for fear of victim safety, or the safety of other members of the community. These individuals are WPI's on and off-campus confidential resources.

Confidential Resource Advisors (CRAs) are WPI employees (not pastoral counselors, professional counselors, or therapists) who have received special training to be a confidential source of support for WPI community members. Speaking with a CRA means that no report will be made to the Title IX Office or the WPI Police Department, unless required by law.

Professional Counselors, Therapists, and/or Medical Personnel: Communication between a patient and their mental health or medical provider or counselor is confidential. This includes confidential communication with an off-campus mental health counselor or health care provider, off-campus rape crisis center and relationship violence centers, as well as on-campus counselors at the Student Development & Counseling Center and on-campus health care providers at Student Health Services.

Pastoral Counselor: Communication between a Pastoral Counselor and any individual consulting with them for seeking spiritual advice in the Pastoral Counselor's professional capacity are considered confidential, and the person making the communication has a right to refuse to disclose and prevent the Pastoral Counselor member from disclosing the confidential communication. Under the law, a "Pastoral Clergyman" is a minister, priest, rabbi, accredited Christian Science practitioner, or other similar functionary of a religious organization or an individual reasonably believed so to be by the person consulting him. At WPI, pastoral counselors are available through WPI's Collegiate Religious Center.

Additional Resources:

On Campus:

Student Development & Counseling Center (for WPI students only) Phone: 508-831-5540, E-mail: sdcc@wpi.edu

Student Health Services (for WPI students only) Phone: 508-831-5520, E-mail: healthcenter@wpi.edu

Collegiate Religious Center's Religious Advisors WPI Ombudspersons E-mail: ombuds@wpi.edu

Local Off Campus:

Pathways for Change Rape Crisis Center

Phone: 800-870-5905 (24/7 hotline)

YWCA Daybreak

Phone: 508-755-9030 (24/7 hotline)

National Resources:

National Sexual Assault Hotline

Phone: 800-656-HOPE (4673)

National Resource Center on Domestic Violence

Phone: 800-799-SAFE (7233)

Anonymous Reporting:

Anyone who has experienced sexual misconduct or is aware of someone who may have experienced sexual misconduct is strongly encouraged to report such misconduct to WPI. WPI community members can report sexual misconduct to the Title IX Office by completing the [anonymous report form](#). This form is electronically sent directly to the general e-mail of the Title IX Office which is accessible only by the Director of Title IX and the Deputy Title IX Coordinators. WPI's response to any anonymous reports may be limited unless the reporting individual includes their contact information. If the reporting individual does not provide any contact information, WPI will not contact them and they will remain anonymous.

NOTE: This WPI's anonymous report form is not for emergencies. In case of an emergency, please contact the WPI Police Department at 508-831-5555, 5555 from a campus phone or via a blue light phone on campus, or in person at WPI Police Department located in the lower level of Founders Hall, 26 Boynton Street, Worcester, Massachusetts 01609. Call 911 if you are off campus.

Response to Reports of Crimes

All reports made to the WPI Police Department will be investigated. The WPI Police Department, in cooperation with local law enforcement agencies, investigates all reported criminal activity. Violations of Massachusetts law will be referred to the appropriate law enforcement agency having jurisdiction over the location where the crime or serious incident occurred and when appropriate, reported to the university judicial discipline process for review.

In addition, several efforts are made to notify members of the WPI community in a timely fashion about incidents and campus crime. Some of these efforts include the following:

- Safety Notifications and Emergency Alerts
- Special articles (student newspaper)
- Annual Security and Fire Safety Report

When a potentially dangerous threat to the college community arises , timely reports or warnings will be issued through email announcements, text messages or other appropriate means. An incident report is then completed by WPI Police personnel in accordance with departmental policies and procedures. WPI Police exercises victim confidentiality and withholds victim's names when issuing timely reports and warnings.

Emergency Notification System

Emergency notifications are issued upon the confirmation of a significant emergency or dangerous situation occurring on the campus that involves an immediate threat to the health or safety of students or employees. Unlike timely warnings, applications for emergency notifications are broader than crime and can include weather incidents, gas leaks, fires, disease outbreak and anything that poses an immediate threat to the WPI community.

WPI uses the WPI ALERT emergency communication system to send out emergency notifications through phone, text, and/or email in the event of an emergency. All WPI community members are automatically enrolled to receive WPI Alerts through their WPI e-mail address. In order to receive notifications by phone or text, WPI community members must log into the WPI Alerts website: <http://wpialerts.wpi.edu> to enter their personal information. WPI parents are eligible to receive WPI alerts by text; if interested, send a text to WPI Alerts (67283) with WPI parent in the body of the message. Contact the IT Service Desk directly at ITS@wpi.edu or 508-831-5888 with any questions or concerns.

The WPI's Crisis Response Team, in conjunction with the Director of Public Safety and the Emergency Management Director, plans, publicizes and conducts a test of the emergency response and notification system at least annually and maintains a record documenting each test, including a description of the exercise, the date, time and whether it was announced or unannounced. This task is handled and managed by the WPI Emergency Management Director.

These tests, which may be announced or unannounced, are designed to assess and evaluate the emergency plans and capabilities of the institution.

Emergency Notification Procedure

WPI has a full-time Emergency Management Director to coordinate emergency planning, preparation, and response measures on campus. The Emergency Management Director will assess all emergencies, in conjunction with WPI Police Department and other university departments.

WPI maintains an Emergency Response Plan that outlines responsibilities of campus units during emergencies. This plan outlines incident priorities, campus organization and specific responsibilities of particular units or positions.

University units are responsible for developing emergency response and continuity of operations plan for their areas and staff. Campus Emergency Management provides resources and guidance for the development of these plans.

The Director of Public Safety or designee will make a decision regarding emergency notification and/or evacuation without delay, taking into account several factors. Among the factors to be considered are as follows:

- The safety of the community
- The nature of the emergency
- The duration of the emergency
- Does the emergency impact an entire building, entire campus, or a segment of the population, and based on the nature of the emergency, should an evacuation plan be activated
- Whether community notification is needed
- The content of such message(s)
- Whether to send the emergency message to all or some of the campus
- Will the notification, in the professional judgment of the responsible authorities and/or first responders, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency?

WPI will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system. If a significant threat exists, the university's Crisis Response Team will be immediately notified, the WPI Emergency Operations Center will be activated, and response operations will be initiated, including additional emergency notifications, as necessary.

The WPI Chief of Police, the WPI Police Command Staff, and/or the Emergency Management Director will use some or all of the systems described below to communicate the threat to the WPI Community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population. The Division of Marketing Communications may assist in preparing and disseminating of messages and updates.

If a threat involving imminent risk to personal safety is confirmed, the Command Staff of the WPI Police Department and/or the Emergency Management Director may activate any and/or all means of the emergency notification systems prior to notifying the Crisis Response Team. In the event of an emergency, WPI will initiate and provide, without delay, immediate notifications to the appropriate segment(s) of the University community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employee, and visitors.

The WPI Campus Police staff is responsible for responding to reported emergencies and confirming the existence of an emergency, sometimes in conjunction with campus administrators, local first responders and/or the national weather center.

Upon confirmation of a dangerous situation or significant emergency involving an immediate threat to the health and safety of our community members on campus, the following methods may be activated:

- A timely warning will be posted on the WPI Police Department's Emergency Management Safety Notification page: <https://www.wpi.edu/about/emergencymanagement/safetynotifications/>
- A notice will be posted on WPI's website
- A notice may be posted on campus electronic bulletins
- A notice may be posted in each residence hall and may be disseminated to fraternities and sororities
- The activation of WPI ALERT emergency communication system, our emergency notification system that utilizes email, text messaging and telephone voice messaging. The message will include pertinent details as well as direct community members to where they can find additional information. The university will also post updates during critical incidents on the WPI website.
- Face to face communication may also be used to notify community members about an emergency situation.

Follow-up information and updates will be distributed using some or all of the identified communication systems (except fire alarm).

The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents, and other interested parties. The larger community can also access emergency information via the WPI homepage and/or social media.

If there is an immediate threat to the health or safety of students or employees occurring on campus, an institution must follow its emergency notification procedures. An institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed.

Timely Warnings

Under the Clery Act, colleges and universities use timely warnings to inform the campus community of potential threats against which they can take preventive measures. These ongoing disclosure requirements, when implemented, can help to create, and promote a safe campus environment.

In the event a crime is reported, or a situation arises within the WPI Clery Geography, that in the judgment of the WPI Police Department, constitutes a serious or continuing threat, a campus wide "timely warning" notice will be issued. The WPI Police Department may consult with relevant offices, e.g., Title IX Office, Student Affairs Office, Dean of Student's Office, Office of the General Counsel, etc. to determine if a timely warning is needed.

Timely Warning Notices will be distributed as soon as pertinent information is available, in a manner that withholds the names of victims as confidential, and with the goal of aiding in the prevention of similar occurrences. Timely Warning Notices are typically written and distributed by the WPI Police Department.

Timely Warnings are typically issued on a case-by-case basis in light of all the facts surrounding a crime, including factors such as the following:

- The nature of the crime.
- The continuing danger to the campus community.
- The possible risk of compromising law enforcement efforts.

Timely Warning Notices may also be posted, even though that is not required by the law, at the sole discretion of WPI. Timely Warning Notices will be issued to the campus community via the WPI ALERT emergency communication system. Timely warnings may also be issued through building postings by building administrators.

The institution is not required to issue a Timely Warning with respect to crimes confidentially reported to a professional counselor or pastoral counselor.

WPI may not issue timely warnings for the above listed crimes if:

- The subject(s) has/have been apprehended and the threat of imminent danger to the WPI community has been mitigated by the apprehension.
- The university will withhold details of a timely warning that may lead to the identification of a victim of sexual violence, dating violence, domestic violence and or stalking, who does not wish to be identified.
- The university may withhold information from a timely warning so as not to jeopardize an ongoing investigation and or the apprehension of a suspect(s).
- The university may not issue a timely warning if the timely warning may result in the destruction of evidence.
- If the WPI Police Department was not notified in a manner that would allow the department to post a timely warning to the community.

Emergency notifications

Emergency notifications are issued upon the confirmation of a significant emergency or dangerous situation occurring on the campus that involves an immediate threat to the health or safety of students or employees. Unlike timely warnings, applications for emergency notifications are broader than crime and can include weather incidents, gas leaks, fires, disease outbreak and more - anything that poses an immediate threat. Some examples of significant emergencies or dangerous situations are:

- Outbreak of meningitis, norovirus, or other serious illness
- Approaching tornado, hurricane, or other severe weather conditions
- Earthquake

- Gas leak
- Terrorist incident
- Civil unrest or rioting
- Explosion
- Nearby chemical or hazardous waste spill

WPI uses the WPI ALERT emergency communication system to send out emergency notifications.

Emergency Evacuation Procedures

Evacuation procedures are addressed in the WPI Emergency Preparedness Manual. Any modification of these procedures would be a decision made by the Director of Public Safety or Emergency Management Director based upon unique characteristics associated with the precipitating event. In these cases, community members will be given the precise steps they are to execute in evacuating.

The emergency evacuation procedures are tested at least twice each year. Students and employees learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. The WPI Police Department does not tell building occupants in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In such cases, WPI Police Department staff on the scene will communicate information to community members regarding the developing situation or any evacuation status changes.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergency. WPI evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. During the drill, occupants 'practice' drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

Note: Due to the Covid-19 pandemic, in March of 2020, WPI shutdown the university, cancelled all in-person classes, sent all students and employees home, and moved to a remote working environment and an online instructional format. As a result, there were no emergency evacuation drills conducted in the spring of 2020.

General Evacuation Procedures

At the sound of a fire alarm or if you are instructed to evacuate, leave your work area immediately and proceed to the nearest exit and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit and notify WPI Police Department at 508-831-5555.

- Remain calm
- Do NOT use elevators, use the stairs
- Assist the physically impaired. If they are unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform WPI
- Police or the responding Fire Department of the individual's location
- Proceed to a clear area at least 500 feet from the building. Keep all walkways clear for emergency vehicles
- Make sure all personnel are out of the building
- Do not re-enter the building until instructed to do so

Shelter-in-Place Procedures – What it means to “Shelter-in-Place”

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to “shelter-in place” means to make a shelter of the building that you are in until it is safe to go outside.

How You Will Know to “Shelter-in-Place”

A shelter-in-place notification may come from several sources including WPI Police or other authorities utilizing the WPI ALERT emergency communication system, or the City of Worcester Police Department.

The campus publicizes WPI's emergency response and evacuation procedures on WPI's Emergency Management web page as well as on the WPI mobile application. For more information on specific campus emergencies visit the WPI Emergency Management website at: <https://www.wpi.edu/about/emergency-management>.

On-Campus Missing Student Protocol

As required by federal laws, WPI has adopted this missing student notification protocol.

If any member of the WPI Community believes that a student, who is living in on campus housing, is missing the WPI Police Department must be notified immediately at 508-831-5555. The WPI Police Department will initiate an investigation to locate the student and notify the Dean of Students and/or Administrator on call.

All students residing in on-campus housing have the option to identify confidentially an individual to be contacted by WPI in the event the student is determined to be missing for more than 24 hours using the, “Student Confidential Contact Form”, found here. When students are informed of their option to provide a confidential contact, they are advised that their contact information will be registered confidentially, and that this information will be accessible only to authorized campus officials and law enforcement officers in furtherance of a missing person investigation. Students who wish to identify or update a confidential contact for this purpose can do so at any time using the link provided above. If the missing student is under the age of 18 and is not an emancipated individual, WPI will notify the student's parent or legal guardian, in addition to notifying any additional contact person designated by the student, within 24 hours after WPI Police has determined that the student has been missing for more than 24 hours.

Missing Student Procedures

If members of the WPI community believe that a student has been missing for 24 hours, it is critical that they report that information to the WPI Police Department by calling 508-831-5555.

Within 24 hours of determining that a student is missing in accordance with its internal operating procedures, WPI will notify the City of Worcester Police Department, unless the local law enforcement agency was the entity that made the determination that the student is missing. Additionally, the police department of the community where the missing student maintains a home of record, and the individual designated as the student's confidential contact, will be notified that the student has been missing for 24 hours. If the missing student is under the age of 18 and not an emancipated individual, WPI is also required to notify a custodial parent or guardian not later than 24 hours after determining that a student has been missing for 24 hours, in addition to notifying the student's

confidential contact. If the missing student is under the age of 21, WPI will also post a missing person notice on the national police information network. WPI reserves the right to notify additional individuals or law enforcement agencies or authorities in its discretion if an emancipated student over the age of 18 is determined to be missing, including the parents or guardians of the missing student.

Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, WPI will inform the City of Worcester Police Department (or the local law enforcement with jurisdiction) that the student is missing within 24 hours.

Security & Access to Campus Buildings, and Facilities

Academic and Administrative Buildings

Access to campus facilities and grounds is a privilege extended to students, faculty, staff, and guests. WPI encourages an open environment, with limitations, to assure adequate protection of all members of the university community. Except for residence halls, most campus facilities are accessible to community members and visitors during the days and evenings that classes are in session.

Specific hours of operation are determined by University Leadership based upon academic and operational needs. Access to these facilities after hours (and when classes are not in session) is in accordance with the access control policies established by the designated department head and the WPI Police Department. Faculty, staff, and students will receive proper and advanced authorization when these facilities are closed.

WPI Police Officers conduct routine patrols of campus buildings to evaluate and monitor security related matters.

Residence Halls

WPI residence halls are only accessible to building residents and their authorized guests and visitors, and authorized staff. WPI residence halls are secured by key and lock systems 24 hours a day / 7 days a week. Members of the Residential Services staff routinely walk the interior common areas, spaces, and hallways. Resident Assistants also enforce campus policies and security measures within the residence halls.

During the 2020-2021 and 2021-2022 academic years, the Hampton Inn was being administered as a residence hall. The Hampton Inn was secured by a key system 24 hours a day / 7 days a week. Residents living in the Hampton Inn had a key card that opened the front door and their room door. Only the residents of the Hampton inn and Residential Services staff have access. There were 8 Resident Advisors who lived at the Hampton Inn and worked for Residential Services.

Keys and Key Card Access

Most of WPI's students, faculty, and staff use keycards or keys to access buildings and rooms on campus. The lock shop in the Facilities Office maintains the central key control at WPI, but each community member must share in the responsibility to maintain security for all WPI students, staff, faculty, and property. Brass keys are issued by Residential Services to all students who live in a residence hall or by the Facilities Office on an as-needed basis to any other building.

Lost or stolen Keys

Lost or stolen keys should be reported to the WPI Police Department immediately. A report will then be documented and forwarded to the Customer Service Center in the Facilities Department at 508-831-5500. Keys issued are nontransferable. WPI will prosecute unauthorized persons found trespassing on university property or found in possession of unauthorized keys, keycards, or access codes.

For additional information on property and property damage, malfunctioning locks, lost keys/keycards, and costs, please see the [Facilities Website](#).

Residential Services Program

WPI's Residential Services staff provides resident students with information concerning security and safety policies and procedures, including guest access policies, in its housing and dining contract.

Security in the residence halls is an extremely important issue. Resident students play a key role in ensuring that residence halls areas are safe and secure, because they know best who lives there and who does not. Students serve as the eyes and ears for their fellow students and the WPI community. If something looks suspicious to them, they are advised to call the WPI Police Department. WPI Police Officers patrol residence halls to include the perimeter, lobbies, dining areas and basements.

During holidays and other periods when classes are not in session, some residence halls are closed. Students authorized to live on campus during those times may be asked to register with the Residential Services Office and the WPI Police Department. Safety and security policies and procedures that apply during the academic school year are in effect during these periods as well.

Maintaining the Physical Security of Campus Grounds and Facilities

The Department of Facilities provides maintenance and repair of campus buildings and grounds. WPI Police officers routinely check the campus and report unsafe conditions to the Facilities Office. Police patrols of residence halls include perimeter, lobbies, dining areas and basements. However, if you have concerns for personal safety and property protection (i.e., inoperative locking hardware, hazardous conditions), you may alert the Facilities Customer Service Center by calling 508-831-5500 between 7am and 5pm.

Medical and Emergency Medical Services

The WPI Health Services, located at, 32 Hackfeld Road, is open Monday through Friday, 9 a.m. to 5 p.m. A health care provider can be reached at 508-831-5520. For after-hours urgent calls, a medical doctor is on call and can be reached at 508-334-8830 (identify yourself as a WPI student). Any off-campus services may be billable to your health insurance.

WPI Police are trained as first responders and are certified in cardiopulmonary resuscitation, and fully equipped with automatic external defibrillator (AED) and Narcan. During the academic year, a group of students certified first responders volunteer their services to the community by assisting WPI police with medical emergency calls. Sick or injured persons are transported by a local ambulance service to a nearby hospital if determined necessary. Ambulance transport charges may apply. It is your responsibility to familiarize yourself with the exclusions and/or limitations of your health insurance plan.

Global Projects Program

WPI is committed to the health, safety, and security of all students who participate in the Global Projects Program. While off-campus study can present unique challenges and risks, careful preparation, diligent planning, and adherence to recommended safety practices all support

a productive and rewarding project experience. The Global Experience Office (GEO) promotes safety in all programs through a series of mandatory pre-departure orientations that address key issues related to health, safety, and security at off-campus project locations. GEO provides detailed logistics and safety information through the handbooks prepared for each site and relies on its international medical and security provider, International SOS, to provide participants with up-to-date health, safety, and security destination specific information. GEO maintains a 24-hour emergency response service that is available to assist all participants at global project centers. The Global Experience Office works closely with International SOS, the Dean of Students Office, the Student Development and Counseling Center (SDCC), the WPI Police Department, and other campus resources to address incidents that do arise.

It is imperative that all students undertaking off-campus study through the Global Projects Program and Individually Sponsored Residential Projects at WPI adhere to health and safety recommendations distributed through the handbooks and pre departure orientations in addition to the communications issued by International SOS. All students traveling off-campus are strongly encouraged to supplement these formal preparations with their own research to learn more about issues concerning personal health, safety, security, crime prevention, and cultural differences at their planned project site. Through the decisions, they make before and during their project experience and by their day-to-day choices and behaviors, students can have a major impact on their own health and safety while they are completing projects off campus. Please contact GEO with questions or for more information on how to best prepare for your experience in the [Global Projects Program](#). The Global Experience Office (GEO): 508-831-5547 or global@wpi.edu.

JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT, AS AMENDED BY THE VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT OF 2013

WPI prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the university community. Toward that end, WPI issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary

action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a University official.

Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

The following definitions are given in the final regulations on the Violence Against Women Act:

Domestic Violence

- I. A Felony or misdemeanor crime of violence committed
 - b. By a current or former spouse or intimate partner of the victim;
 - c. By a person with whom the victim shares a child in common;
 - d. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - e. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
 - f. 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 in which the crime of violence occurred.
- II. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

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.

- I. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

- II. For the purposes of this definition –
 - c. Dating Violence includes, but is not limited to, sexual or physical abuse
 - d. or the threat of such abuse.
 - e. Dating violence does not include acts covered under the definition of domestic violence.
- III. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Sex Offenses

Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Sexual Assault

An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program and included in Appendix A. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim if incapable of giving consent."

- Rape is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- Fondling is defined as the touching of the private parts of another person for the purposes 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 incapacity.
- Incest is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape is defined as sexual intercourse with a person who is under the statutory age of consent.

Stalking

- I. 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.
- II. For the purposes of this definition -
 - c. Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
 - d. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
 - e. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- II. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Selected Massachusetts of Domestic Violence, Dating Violence, Sexual Assault and Stalking State Definitions

WPI has provided below the definitions under Massachusetts law of sexual assault, domestic violence, dating violence, stalking and consent.

Please note that the state law definitions may differ from the definitions in WPI's Title IX & Sexual Misconduct Policy, which applies to WPI's internal processing of complaints.

Domestic Violence / Dating Violence

Massachusetts does not have one state definition of domestic or dating violence. A person suffering abuse from a family or household member may seek a restraining order.

Massachusetts law (M.G.L. c.290A) defines "Abuse" as the occurrence of one or more of the following acts between family or household members:

- Attempting to cause or causing physical harm; or
- Placing another in fear of imminent serious physical harm; or
- Causing another to engage involuntarily in sexual relations by force, threat, or duress.
- The term "family or household members" is defined as those persons who:
 - Are or were married to one another; or
 - Are or were residing together in the same household; or
 - Are or were related by blood or marriage; or
 - Who have a child in common regardless of whether they have ever married or lived together; or
 - Are or who have been in a substantive dating or engagement relationship, which shall be adjudged by district, probate, or Boston municipal courts consideration of the following factors:
 - The length of time of the relationship.
 - The type of relationship.
 - The frequency of interaction between the parties; and
 - If the relationship has been terminated by either person, the length of time elapsed since the termination of the relationship.

Sexual Assault:

There is no crime called "sexual assault," in Massachusetts, but rather the Commonwealth uses the terms "rape" and "indecent assault and battery."

Rape is defined as a crime under Massachusetts law (M.G.L. c.265 § 22) as having sexual intercourse or unnatural sexual intercourse with a person and compelling such person to submit by force and against his or her will or compelling such person to submit by threat of bodily injury.

Indecent assault and battery are defined as a crime under Massachusetts law (M.G.L. c.265 § 13H) as intentionally having physical contact of a sexual nature with another person, such as the indecent touching of another person's private parts.

Stalking

is defined as a crime under Massachusetts law (M.G.L. c. 265 § 43) as a person who:

- Willfully and maliciously engages in a knowing pattern of conduct or series of acts over a period of time directed at a specific person which seriously alarms or annoys that person and would cause a reasonable person to suffer substantial emotional distress; and
- Makes a threat with the intent to place the person in imminent fear of death or bodily injury.

The conduct, acts, or threats shall include, but not be limited to, conduct, acts or threats conducted by mail or by use of a telephonic or telecommunication device or electronic communication device including, but not limited to, any device that transfers signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo-electronic or photo-optical system, including, but not limited to, electronic mail, internet communications, instant messages or facsimile communications

- **Sexual Misconduct** is not a crime under Massachusetts law, but is defined as an incident of sexual violence, dating violence, domestic violence, gender-based violence, violence based on sexual orientation or gender identity or expression, sexual assault, sexual harassment or stalking in Massachusetts' 2021 Campus Sexual Assault Law.
- **Consent:** Consent is not specifically defined in Massachusetts law. However, Massachusetts law (M.G.L. c. 265 § 13H) provides that children under 16, persons that are incapacitated or intoxicated, asleep or mentally impaired can never give consent.

The University's Title IX & Sexual Misconduct Policy

WPI has one (1) policy that covers sexual misconduct. The university's Title IX & Sexual Misconduct Policy along with the corresponding complaint procedures contained therein address incidents of Title IX Sexual Misconduct and Non-Title IX Sexual Misconduct.

The WPI does not discriminate on the basis of sex or gender in any phase of its educational or employment programs; the university is required by Title IX and other laws to not discriminate. For more information about the Title IX & Sexual Misconduct Policy click [here](#).

This section of the report is intended to inform the campus community of the university's procedures designed to respond to reports of alleged Title IX Sexual Misconduct and Non-Title IX Sexual Misconduct and advise the campus community on the programs designed to prevent the occurrence of sexual misconduct on campus.

The Title IX & Sexual Misconduct Policy defines sexual misconduct as, misconduct prohibited by Title IX ("Title IX Sexual Misconduct") and misconduct prohibited by other applicable federal non-discrimination laws, Massachusetts laws, and WPI policy ("Non-Title IX Sexual Misconduct").

The Title IX & Sexual Misconduct Policy prohibits Title IX Sexual Misconduct, which is defined to include quid pro quo sexual harassment, hostile environment sexual harassment, sexual assault (including forcible rape, forcible sodomy, sexual assault with an object, forcible fondling, incest, and statutory rape), dating violence, domestic violence and stalking that occurs against a person in the United States and within the context of a WPI Education Program or Activity.

The Title IX & Sexual Misconduct Policy also prohibits Non-Title IX Sexual Misconduct, which is defined to include misconduct that does not fall under the definition of Title IX Sexual Misconduct and is based on sex, gender, sexual orientation, gender identity or expression that is prohibited by other applicable federal non-discrimination laws, Massachusetts law, or WPI policy, including sexual violence (including sexual assault and relationship violence); sexual harassment, sexual exploitation, stalking, violence or harassment based on gender, sexual orientation, or gender identity or expression, and inappropriate relationships in the workplace or academic environment.

WPI's definition of Non-Title IX Sexual Misconduct includes sexual misconduct regardless of where it occurred or when it occurred. Off-campus conduct falls under this definition if:

- (i) the conduct was in connection with a WPI or WPI-recognized program or activity, or
- (ii) the conduct may have the effect of creating a hostile environment at WPI or for a member of the WPI community.

The Title IX & Sexual Misconduct Policy took effect on August 14, 2020, and was updated most recently in June

2022. This Policy applies to everyone at WPI, including all faculty members (including academic administrators), staff members (including non-academic administrators), students, trustees, alumni, applicants for admission or employment, and all visitors to the WPI campus.

The requirements and protections of the Title IX & Sexual Misconduct Policy apply equally regardless of sex, gender, sexual orientation, gender identity or expression, or other protected classes under federal or state law. All requirements and protections are equitably provided to individuals regardless their status as a Complainant, a Respondent, or a witness.

Individuals who wish to file a complaint about WPI's Title IX & Sexual Misconduct Policy or process may contact the Department of Education's Office for Civil Rights using contact information available at: <https://ocrcas.ed.gov/contact-ocr>.

Definitions under WPI's Title IX & Sexual Misconduct Policy

Sexual Misconduct means misconduct prohibited by Title IX ("Title IX Sexual Misconduct") and misconduct prohibited by other applicable federal non-discrimination laws, Massachusetts laws, and WPI policy ("Non-Title IX Sexual Misconduct").

Sexual Misconduct can occur between individuals who know each other, individuals who do not know each other, individuals who have an established relationship, and individuals who have previously engaged in consensual sexual activity. Sexual Misconduct can be committed by persons of any gender, and it can occur between people of the same or different sex, gender, sexual orientation, or gender identity or expression.

Title IX Sexual Misconduct means specific misconduct based on sex, gender, sexual orientation, gender identity or expression that is prohibited by Title IX. Title IX Sexual Misconduct only includes sexual misconduct that occurred against a person in the United States, on or after August 14, 2020, and within the context of a WPI Education Program or Activity.

Title IX Sexual Misconduct includes only the following forms of misconduct, as defined by Title IX:

1. **Quid Pro Quo Sexual Harassment** means a WPI employee conditioning the provision of an aid, benefit, or service of WPI on a person's participation in unwelcome sexual conduct

2. **Hostile Environment Sexual Harassment** means unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to WPI's education program or activity.
3. **Sexual Assault**, as defined in the Clery Act and the FBI's National Incident-Based Reporting System, means the following **Forcible Sex Offenses** and **Nonforcible Sex Offenses**.
 - a. **Forcible Sex Offenses** means any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent, and includes
 - i. **Forcible Rape**, which means sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
 - ii. **Forcible Sodomy**, which means oral or anal sexual intercourse with another person, including instances where the victim is unable to give consent because of their age or because of their temporary or permanent mental or physical incapacity.
 - iii. **Sexual Assault with an Object**, which means 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 unable to give consent because of their age or because of their temporary or permanent mental or physical incapacity.
 - iv. **Forcible Fondling**, which means the touching of the private body parts of another person for purpose of sexual gratification, without the consent of the victim, including instances where the victim is unable to give consent because of their age or because of their temporary or permanent mental or physical incapacity.
 - b. **Nonforcible Sex Offenses** means unlawful, nonforcible sexual intercourse and includes:

- i. **Incest**, which means nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - ii. **Statutory Rape**, which means nonforcible sexual intercourse with a person who is under the statutory age of consent.
4. **Dating Violence**, as defined in the Violence Against Women Act, means violence committed by a person who is/has been in a social relationship of a romantic or intimate nature with the Complainant; and where the existence of such a relationship shall be determined based on a consideration of (a) the length of the relationship; (b) the type of relationship; and (c) the frequency of interaction between the persons involved in the relationship.
 5. **Domestic Violence**, as defined in the Violence Against Women Act, means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other 7 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.
 6. **Stalking**, as defined in the Violence Against Women Act, means engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for their safety or the safety of others; or (b) suffer substantial emotional distress.

Non-Title IX Sexual Misconduct means misconduct that does not fall under the definition of Title IX Sexual Misconduct and is based on sex, gender, sexual orientation, gender identity or expression that is prohibited by other applicable federal non-discrimination laws, Massachusetts law, or WPI policy, including sexual violence (e.g., sexual assault, or relationship violence (dating and domestic)); sexual harassment; sexual exploitation; stalking; other forms of violence or harassment based on gender, sexual orientation, or gender identity or expression; and inappropriate relationships in the workplace or academic environment.

Non-Title IX Sexual Misconduct includes sexual misconduct regardless of where it occurred or when it occurred. Off-campus conduct falls under this definition if (i) the conduct was in connection with a WPI or WPI-recognized program or activity, or (ii) the conduct may have the effect of creating a hostile environment at WPI or for a member of the WPI community.

WPI and/or applicable law prohibit the following forms of actual or attempted Non-Title IX Sexual Misconduct, as defined below:

1. **Sexual Violence** is a broad term that includes sexual assault and relationship violence (dating violence and domestic violence).
 - a. **Sexual Assault** means any intentional sexual contact or activity that occurs without the consent of the other person. This definition includes, but is not limited to, **forcible rape, forcible sodomy, assault with an object, forcible fondling, incest, and statutory rape** defined under Title IX.
 - b. **Relationship Violence** means physical, sexual, psychological, verbal and/or emotional behavior that serves to exercise control and power in an intimate relationship. This definition includes, but is not limited to, **dating violence** and **domestic violence** defined under Title IX. Relationship violence can occur between current or former intimate partners who have dated, lived together, have a child together, currently reside together on or off campus, or who have otherwise connected through a past or existing relationship. It can occur in heterosexual, same sex, or any other type of relationship.
2. **Sexual Harassment** means unwelcome conduct of a sexual nature, including sexual advances, requests for sexual favors, or other verbal, nonverbal, or physical conduct of a sexual nature, when:
 - a. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing; or
 - b. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions or academic decisions affecting that individual; or

- c. The conduct has the purpose or effect of unreasonably interfering with an individual's work or a student's ability to participate in or benefit from the University's educational program, if, for example, the conduct is sufficiently severe, pervasive, or persistent that it creates an intimidating, hostile, or offensive working, learning, or living environment under both an objective (i.e., a reasonable person's view) and subjective (i.e., the complainant's view) standard.

This is a broad term that includes also includes quid pro quo sexual harassment and hostile environment sexual harassment defined under Title IX.

- 3. **Sexual Exploitation** means purposefully taking or attempting to take sexual advantage of another person for the benefit of anyone other than that person, without that person's consent. Examples of sexual exploitation include, but are not limited to, prostituting another person; recording or distributing images (video, photograph, digital) or audio of another person's sexual activity, intimate body parts, or nakedness without that person's consent; viewing another person's sexual activity, intimate body parts, or nakedness without that person's consent for the purpose of sexual gratification; engaging in sexual activity with another person while knowingly infected with a sexually transmitted disease or infection without informing the other person; and administering alcohol or drugs to another person without that person's consent for the purpose of sexual gratification.
- 4. **Stalking** means engaging in a course of conduct directed at a specific person over time that would cause a reasonable person to (a) fear for their safety or the safety of others; or (b) suffer substantial emotional distress. This policy covers stalking that is motivated by the person's real or perceived sex, gender, sexual orientation, or gender identity or expression. For purposes of this policy, "course of conduct" means two or more acts, including but not limited to acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

5. **Violence or harassment based on gender, sexual orientation, or gender identity or expression**

means violence or unwelcome conduct directed at a person due to their gender, sexual orientation, or gender identity or expression when:

- a. Submission to such violence or is made either explicitly or implicitly a term or condition of an individual's employment or academic standing; or
- b. Submission to or rejection of such violence or conduct by an individual is used as the basis for employment decisions or academic decisions affecting that individual; or
- c. The violence or conduct has the purpose or effect of unreasonably interfering with an individual's work or a student's ability to participate in or benefit from the University's educational program, if, for example, the conduct is sufficiently severe, pervasive, or persistent that it creates an intimidating, hostile, or offensive working, learning, or living environment under both an objective (i.e., a reasonable person's view) and subjective (i.e., the complainant's view) standard.

6. **Inappropriate Relationships** means sexual or romantic relationships in the workplace or academic environment at WPI that are prohibited by this policy. WPI prohibits the following sexual or romantic relationships because they are fundamentally asymmetric in nature, may be the product of subtle or not-so-subtle coercion, or may lead to favoritism for the subordinate.

- a. For all WPI employees, other than as between student employees:
 - i. Sexual or romantic relationships between WPI employees and undergraduate students are prohibited, except in rare and unusual circumstances involving preexisting relationships.
 - ii. Sexual or romantic relationships between WPI employees and graduate students are prohibited where there is a supervisory relationship between the employee and the graduate student.

- b. Sexual or romantic relationships between a supervisor and a supervisee are prohibited. If a student employee (e.g., TA, RA, PLA, undergraduate student assistant, or work-study study) is assigned to a course and has a preexisting sexual or romantic relationship with one of the enrolled students, they are obligated to inform the instructor of the course so that alternative arrangements can be made

Retaliation

Under this policy, and applicable federal and Massachusetts state law, neither WPI nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under Title IX or this policy.

Retaliation includes, intimidation, threats, coercion, or discrimination, including charges against an individual for conduct violations that do not involve sex discrimination or sexual misconduct, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or complaint of sex discrimination or sexual misconduct for the purpose of interfering with any right or privilege secured by Title IX or this policy.

Retaliation does not include charging an individual with a conduct violation for making a materially false statement in bad faith under this Policy; provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

WPI will not charge a Complainant with a conduct violation for their actions that arise out of the same facts or circumstances as a report or their formal complaint of Sexual Misconduct unless the report or formal complaint was made in bad faith or the conduct violation was egregious, including but not limited to action(s) that place the health and safety of another person at risk.

Allegations of retaliation related to the Interim Title IX & Sexual Misconduct Policy will be resolved pursuant to the Interim Title IX & Sexual Misconduct Policy.

Consent means the positive, clear, unambiguous, and ongoing voluntary agreement to engage in a specific

activity. At all times, each party is free to choose where, when, and how they participate in an activity. Consent can be withdrawn at any time before or during the activity.

Consent must be an informed, deliberate, and voluntary decision to engage in mutually acceptable activity. Consent can be given by words or actions if those words or actions create clear mutually understandable permission regarding the scope of the activity.

Consent may not be inferred from silence, passivity, or a lack of objection. The absence of a negative response, such as silence or a failure to resist, does not equal consent.

Consent can never be given by someone who is mentally or physically incapacitated so that they cannot understand the fact, nature, or extent of the activity. Incapacitation includes, but is not limited to, incapacitation due to a temporary or permanent mental or physical disability; incapacitation due to alcohol, drugs, medications, or any other intoxicating substance; or when someone is unconscious, asleep, or otherwise unaware that the activity is occurring. If there is a question about whether someone consented to sexual activity after consuming an intoxicating substance, the University will consider whether the party reasonably should have known about the impact of the intoxicating substance on the other party's ability to consent. A party's use of an intoxicating substance themselves does not relieve the party of the obligation to obtain consent before initiating and/or engaging in the activity.

Consent can never be given by someone under the legal age of consent. The legal age of consent in Massachusetts is sixteen (16) years old.

It is the responsibility of the person who initiates the activity to make sure consent is received from any other person(s) involved. Consent must be received for each activity. Consent to one activity does not constitute or imply consent to another activity. Past consent to an activity does not imply ongoing future consent to an activity. Consent cannot be assumed based on the parties' relationship or prior history.

There is no single way to communicate consent and context matters. When evaluating whether the activity was consensual, WPI will consider the entirety of the activity and all known relevant circumstances pertaining to the activity. Individuals should be able to clearly articulate why and how they believed they received consent and what they considered to be indications of that consent as they engaged in the activity.

SEXUAL MISCONDUCT: WHAT YOU NEED TO KNOW

If you experience any form of sexual misconduct, there are several ways you can report the incident and a wide array of resources available to help you obtain information and ensure your physical and emotional health and safety.

REPORTING SEXUAL MISCONDUCT

Anyone who has experienced Sexual Misconduct or is aware of someone who may have experienced Sexual Misconduct is strongly encouraged to report such misconduct to WPI (confidentially or not confidentially) and access the resources available on campus and in the community.

Because WPI considers the reporting and resolution of alleged Sexual Misconduct to be of paramount importance, WPI will not subject anyone who makes a report of Sexual Misconduct in good faith or anyone who participates in a Sexual Misconduct proceeding (e.g., as a witness) to discipline under other WPI policies for conduct that is (i) related to the underlying allegation of Sexual Misconduct, (ii) not egregious, and (iii) does not place the health and safety of another person at risk or create a danger to the WPI community.

Any WPI community member who has concerns about Sexual Misconduct is encouraged to seek the assistance of those confidential and not confidential resources listed below.

If you are in an emergency:

- Go to a safe place as soon as you can.
- Call the WPI Police Department at 508-831-5555, or 5555 from a campus phone or via a blue light phone on campus; or call 911 if you are off campus. If it is not an emergency, then call the WPI Police Department at 508-831-5433.

Additional Resources:

- Seek medical attention, if needed (confidential resources).
- Student Health Services (for WPI students only): Phone 508-831-5520, healthcenter@wpi.edu
- The emergency room at UMass Medical Center offers services and support for people who have experienced Sexual Misconduct and provides Sexual Assault Nurse Examiner (SANE) services. The WPI Police can provide students with an escort to the hospital. •

Seek counseling services, if needed (confidential resource).

- Student Development & Counseling Center (for WPI students only): Phone 508- 831-5540, sdcc@wpi.edu
- Pathways for Change Rape Crisis Center: Phone 800-870-5905 (24/7 hotline)

Try to preserve all physical evidence.

- If you have been physically assaulted, try not to wash your face or hands, bathe, brush your teeth, drink or eat, douche, or change clothes if you can avoid it. If you do change your clothes, put all clothing you were wearing at the time of the assault in individual paper bags (not plastic). It is important to preserve as much evidence as possible, especially if you later decide to press criminal charges or report the Sexual Misconduct under this Policy.

A. Reporting Options that are Not Confidential

1. Reporting to the Title IX Office

Anyone who has experienced Sexual Misconduct or is aware of someone who may have experienced Sexual Misconduct is encouraged to contact the Title IX Office.

You can report Sexual Misconduct to the Title IX Office in person, by mail, by telephone, by email, or anonymously.

Contact information for the Title IX Coordinator and Deputy Coordinators can be found [HERE](#).

Title IX Coordinator: Stanley Horton

Office: Campus Center

Phone: 508-831-6514

Email: titleix@wpi.edu

Address: 100 Institute Road Worcester, Massachusetts 01609

The Title IX Coordinator plays an integral role in carrying out the University's commitment to provide a positive learning, teaching and working environment free from Sexual Misconduct.

2. Anonymous Reporting to the Title IX Office

You can report Sexual Misconduct anonymously to the Title IX Office by completing the form [HERE](#). WPI's response to any anonymous reports may be limited unless you include your contact information. If you do not provide any contact information, WPI will not contact you and you will remain anonymous.

NOTE: WPI's anonymous reporting form is not for emergencies. In case of an emergency, please call the WPI Police Department at 508-831-5555, or 5555 from a campus phone or via a blue light phone on campus; call 911 if you are off campus.

3. Reporting to a WPI Employee

You can report Sexual Misconduct to a WPI employee. All WPI employees (except the Confidential Resource Advisors identified below) who learn of a violation of this Policy **involving students** are required to immediately report such information to the Title IX Office. All supervisors (except the Confidential Resource Advisors identified below) who learn of a violation of this Policy involving employees are required to immediately report such information to the Title IX Office.

4. Reporting to Law Enforcement

If you experience Sexual Misconduct, you may, but are not required to, report to the [WPI Police Department](#) (508-831-5555 for emergencies; 508-831-5433 for non-emergencies), the [Worcester Police Department](#), the [Massachusetts State Police](#), and/or the local law enforcement agency or District Attorney's office where the Sexual Misconduct occurred. This Policy and the criminal justice system work independently from one another. Confidential Resource Advisors, confidential resources, the Title IX Office, and the WPI Police Department can explain how to report Sexual Misconduct to law enforcement, but they cannot provide legal advice. The Title IX Coordinator can assist individuals in setting up meetings with the WPI Police Department.

In addition, there are many community resources that can also support you in the process of reporting Sexual Misconduct to law enforcement, pursuing an external civil or criminal process, and/or seeking a court-issued protective order. Pathways for Change and YWCA Daybreak both offer free services, including legal advice.

If a Complainant receives a court-issued protective order under state or federal law, the Complainant should

contact the WPI Police Department (508-831-5555 for emergencies; 508- 14 831-5433 for non-emergencies) to ensure that WPI can support the Complainant effectively at WPI, including how the Complainant can report alleged violations of the court-issued protective order to the WPI Police Department or the relevant local law enforcement agency.

B. Reporting Options that are Confidential

You can report Sexual Misconduct to one of WPI's trained confidential resource providers (known at WPI as "Confidential Resource Advisors" (CRA)) or the other WPI and local confidential resources identified below. CRAs and confidential resources will not make reports to the Title IX Office and will maintain confidentiality.

1. Reporting to a WPI Confidential Resource Advisor

Confidential Resource Advisors (CRAs) are WPI employees (not pastoral counselors, professional counselors, or therapists) who have received special training to be a confidential source of support for WPI community members. A list of current CRAs at WPI is located [HERE](#).

Speaking with a CRA means that no report will be made to the Title IX Office or the WPI Police Department, unless required by law. Reporting to a CRA is not considered notice to WPI that Sexual Misconduct has allegedly occurred.

CRAs can provide information on reporting options and the effects of each reporting option; the grievance processes under this Policy; counseling and medical services available at WPI and in the local community; and the legal process carried out through local law enforcement and a WPI community member's rights and WPI's responsibilities with respect to no-contact orders and legal protective orders. CRAs may assist a WPI community member in contacting or reporting to the Title IX Office or law enforcement, if requested by the WPI community member. CRAs can provide information on supportive measures at WPI may also assist the Title IX Office in arranging supportive measures for a WPI community member if requested. A CRA can continue to be a source of support throughout the process and can serve as your advisor during the grievance process if you and the CRA agree.

Any party involved in a Sexual Misconduct incident can speak with a CRA, but CRAs may not provide services to adverse parties. WPI will not discipline, penalize, or otherwise retaliate against a CRA for representing the interest of the party they are assisting.

Communications with a CRA are confidential and CRAs must ensure that confidentiality is maintained, unless otherwise required by law. Specifically:

- CRAs will not disclose confidential information without the prior written consent of the party who shared that information; provided, however that the CRA may be cross examined if the CRA testifies at the hearing under this Policy or in court after being given written consent to do so by the party.
- Communications with CRAs will not be subject to discovery and will be inadmissible in the grievance process under this Policy or in court without the prior written consent of the 15 party who shared that information.

2. Reporting to On-Campus Confidential Resources

The following is a list of on-campus confidential resources available to WPI students, faculty, and staff:

- **Student Development & Counseling Center** (for WPI students only): Phone 508-831- 5540, sdcc@wpi.edu
- **Student Health Services** (for WPI students only): Phone 508-831-5520, healthcenter@wpi.edu
- **WPI Collegiate Religious Center's Religious Advisors**
- **WPI Ombudspersons:** ombuds@wpi.edu

Speaking with an on-campus confidential resources means that no report will be made to the Title IX Office or the WPI Police Department, unless required by law. Reporting to an on campus confidential resource is not considered notice to WPI that Sexual Misconduct has allegedly occurred.

3. Reporting to Off-Campus Confidential Resources

The following is a list of off-campus confidential resources available to WPI students, faculty, and staff:

- **Pathways for Change Rape Crisis Center:** Phone 800-870-5905 (24/7 hotline)
- **YWCA Daybreak:** Phone 508-755-9030 (24/7 hotline)

Speaking with an off-campus confidential resources means that no report will be made to the Title IX Office or the WPI Police Department, unless required by law. Reporting to an off campus confidential resource is not considered notice to WPI that Sexual Misconduct has allegedly occurred.

C. Government Resources

These government resources may provide additional assistance if you would like to file an external complaint or if you have questions about the application of Title IX and its implementing regulations and the application Massachusetts state law at WPI.

U.S. Department of Education, Office for Civil Rights

Region I – Boston Office
5 Post Office Square, 8th Floor
Boston, MA 02109-3921 617-289-0111

U.S. Department of Justice, Office on Violence Against Women

Office on Violence Against Women (OVW)
145 N Street, NE, Suite 10W.121
Washington, DC 20530
202-307-6026

U.S. Equal Employment Opportunity Commission (EEOC)

Boston Area Office JFK Federal Building
15 New Sudbury Street, Room 475
Boston, MA 02203
800-669-400

Massachusetts Commission Against Discrimination (MCAD)

Worcester Office
484 Main Street, Room 320
Worcester, MA 01608
508-453-9630

Massachusetts Board of Higher Education (BHE)

One Ashburton Place, Room 1401
Boston, MA 02108
617-994-6950

Initial Non-Investigatory Steps

All reports of alleged Sexual Misconduct made to the Title IX Office (including anonymous reports) and all reports to a WPI employee (other than Confidential Resource Advisors or other confidential resources) will be referred to the Title IX Coordinator.

A. Initial Outreach and Meeting with the Complainant

Within five (5) business days of receiving a report of alleged Sexual Misconduct, the Title IX Coordinator (or their designee) will take several initial steps, including, but not limited to, the following:

- Provide information for the WPI Police Department to assess whether WPI must issue a timely warning or emergency notification to the WPI community pursuant to the Clery Act, which may require WPI to release the Complainant's identity in limited circumstances.
- Notify the Complainant that they have received a report of alleged Sexual Misconduct and encourage the Complainant to meet with the Title IX Coordinator to discuss the nature and circumstances of the reported conduct and their rights and options under this Policy. 17
- If the person who reported the alleged Sexual Misconduct is not the Complainant, then the Title IX Coordinator may also encourage the person who reported the alleged Sexual Misconduct to meet with the Title IX Coordinator to discuss the nature and circumstances of the reported conduct.
- Notify the Complainant about their rights and options under this Policy, including but not limited to:
 - The Complainant's options under this Policy, including the process for filing a formal complaint.
 - The explanation of the Complainant's options under this Policy will also include an informal discussion about which definition of prohibited conduct may apply to the reported conduct and whether WPI's Grievance Process for Title IX Sexual Misconduct or WPI's Grievance Process for Non-Title IX Sexual Misconduct would apply.
 - The availability of medical treatment and other resources, both on and off campus.
 - The Complainant's right to report the matter to law enforcement, including the WPI Police Department, the Worcester Police Department, and the Massachusetts State Police, receive assistance from WPI in making any such report, and seek a court-issued protective order or WPI no-contact order. Nothing in this Policy prevents a Complainant from seeking the assistance of state or local law enforcement alongside this process.
- Discuss the availability of supportive measures for the Complainant, consider the Complainant's wishes with respect to supportive measures, and provide supportive measures if requested.
- Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a formal complaint under this Policy or where no formal complaint been filed.
- Supportive measures at WPI may include:
 - No-contact orders
 - Deadline extensions
 - Reassignment of housing
 - Health services through **Student Health Services** (for WPI students only, phone 508-831-5520, healthcenter@wpi.edu) or the emergency room at **UMass Medical Center**.
 - **Counseling through the Student Development & Counseling Center** (for WPI students only, phone 508-831-5540, sdcc@wpi.edu) or **Pathways for Change Rape Crisis Center** (24/7 hotline: 800-870-5905)
 - Modifications of work or class schedules
 - Campus escort services
 - Changes in work locations
 - Leaves of absence
 - Increased security and monitoring of certain areas of the campus
- Supportive measures are designed to restore or preserve access to WPI's Education Programs and Activities without unreasonably burdening the other party, including measures designed to protect the safety of all parties or WPI's educational environment or deter Sexual Misconduct.
- Supportive measures can be requested by the Complainant or the Respondent at any time and may be reviewed at any time upon request by either party or in the determination of the Title IX Coordinator.

- WPI will maintain the confidentiality of any supportive measures provided to the Complainant or the Respondent, to the extent that maintaining such confidentiality will not impact WPI's ability to provide the supportive measures

GRIEVANCE PROCESS FOR TITLE IX SEXUAL MISCONDUCT UNDER WPI'S TITLE IX & SEXUAL MISCONDUCT POLICY

Below is a summary of the process if a student or employee chooses to file a formal complaint of Title IX Sexual Misconduct under WPI's Title IX & Sexual Misconduct Policy . The full grievance process can be found online here.

Upon submission of a formal complaint alleging Title IX Sexual Misconduct, the WPI's formal grievance process under the Title IX & Sexual Misconduct Policy is initiated. The Grievance Process for Title IX Sexual Misconduct includes the following steps:

- Formal Investigation
- Review of Evidence and Completion of the Investigation Report
- Hearing
- Decision
- Appeal (if requested by either party)

The Title IX Coordinator reviews the complaint to determine if the Title IX & Sexual Misconduct Policy should apply to a formal complaint. The Title IX & Sexual Misconduct Policy will apply to Title IX Sexual Misconduct that occurs against a person in the United States and within the context of a WPI Education Program or activity, and if the conduct alleged is considered prohibited Title IX Sexual Misconduct under WPI's policy. If all the elements are met, WPI will investigate the allegations according to WPI Title IX & Sexual Misconduct Policy.

Temporary Measures

WPI may remove a Respondent from WPI on an emergency basis, if WPI (1) undertakes an individualized safety and risk analysis and (2) determines that an immediate threat to the physical health or safety of any student or other individual arising from the alleged Sexual Misconduct justifies the Respondent's removal. If

the Title IX Coordinator determines that an emergency removal is justified, the Title IX Coordinator will provide the Respondent with a Notice of Emergency Removal and an opportunity to challenge the decision immediately by appealing to the President. The Respondent's emergency removal will not be stayed pending the outcome of any appeal.

WPI may place a non-student employee Respondent on administrative leave at any time following the submission of a formal complaint. A Respondent's failure to comply with this temporary measure may lead to additional disciplinary action.

Dismissal of a Formal Complaint of Title IX Sexual Misconduct

WPI may dismiss a formal complaint (or any specific allegation within a formal complaint) if the Title IX Coordinator determines that one of the mandatory or discretionary dismissal bases applies.

- WPI must dismiss a formal complaint if:
 - The alleged conduct, if true, would not constitute Sexual Misconduct under WPI's Policy.
 - The alleged Title IX Sexual Misconduct, if true, occurred
 - (i) against a person who was not in the United States;
 - (ii) prior to August 14, 2020; or
 - (iii) outside of the context of a WPI Education Program or Activity. Please note that formal complaints dismissed on this basis may be considered for resolution under WPI's Grievance Process for Non-Title IX Sexual Misconduct.
- WPI may dismiss a formal complaint if:
 - The Complainant notifies the Title IX Coordinator in writing that they would like to withdraw their formal complaint or any specific allegation within their formal complaint.
 - The Complainant declines to participate in the grievance process after filing a formal complaint.
 - The Respondent is no longer enrolled at or employed by WPI. In this case, the Complainant will be provided the option to re-file their formal complaint if the Respondent returns to WPI.

- If specific circumstances prevent WPI from gathering evidence sufficient to reach a determination regarding the formal complaint or any specific allegation therein.

Upon dismissal, the Title IX Coordinator will promptly send written Notice of Dismissal simultaneously to the Complainant and Respondent by email. Absent a dismissal or referral or if an appeal is granted, the Grievance Process for Title IX Sexual Misconduct will proceed. If the formal complaint is not dismissed, the Title IX Coordinator will provide a written Notice of Allegations to the Complainant and the Respondent by email.

The Respondent is presumed not responsible for the alleged Sexual Misconduct and that a determination regarding responsibility is only made at the conclusion of the Grievance Process for Title IX Sexual Misconduct.

Role of Advisors

The Complainant and Respondent may have a personal advisor of their choice present during any step of this grievance process, including any meeting, interview, or hearing. Any individual may serve as a personal advisor, including an attorney.

- During WPI's grievance process personal advisors may communicate with their advisee but may not speak or otherwise communicate on behalf of a party. The exception to this is if a personal advisor is attending the hearing and conducting cross-examination of any witnesses during the Grievance Process for Title IX Sexual Misconduct.

Notice of Allegations

If WPI does not dismiss a formal complaint, the Title IX Coordinator will provide a written Notice of Allegations to the Complainant and the Respondent by email.

The Notice of Allegations will include the following:

- A copy of this Policy, including a hyperlink to this Policy and the Title IX Office webpage.
- A description of the alleged Sexual Misconduct and the corresponding definitions of prohibited conduct in this Policy that are alleged to have been violated, including, if known:
- The names of the Complainant(s) and the Respondent(s);

- The date(s), time(s) and location(s) of the alleged Sexual Misconduct; and
- Sufficient details of the alleged Sexual Misconduct.
- An explanation of the grievance process that applies to the definition(s) of prohibited conduct in this Policy that are alleged to have been violated.
- Any allegations that have been dismissed pursuant to Section VI(C)(1), above.
- Any supportive measures about which either party should be made aware.
- The Respondent is presumed not responsible for the alleged Sexual Misconduct and that a determination regarding responsibility is only made at the conclusion of the applicable grievance process under this Policy.
- The Respondent and the Complainant will have the opportunity to present evidence and respond to the allegations.
- The Respondent and the Complainant may have a personal advisor of their choice, who may be, but is not required to be, an attorney.
- The Respondent and the Complainant will be provided equal opportunities to inspect and review evidence obtained during the investigation that is directly related to the investigation prior to the conclusion of the investigation.
- Information regarding the duties of honesty, good faith participation, promptness and care, and confidentiality described in Section IX and required by all participants in the grievance process under this Policy.
- The process by which the Respondent or the Complainant may request disability accommodations from Talent & Inclusion (for employees) or the Office of Accessibility Services (for students).

Informal Resolution Process

At any time, prior to a determination of responsibility, the Complainant or Respondent may contact the Title IX Coordinator and request to engage in the informal resolution process. Both parties and the Title IX Coordinator must agree to engage in the informal resolution process for this option to be used. The informal resolution process is not available to resolve a formal complaint that an employee respondent allegedly engaged in Sexual Misconduct with a student complainant.

The informal resolution process is voluntary, and the written consent of both parties is required. At any time prior to expressly agreeing to a written resolution, either party has the right to withdraw from the informal resolution process and resume the applicable formal grievance process under WPI's Title IX & Sexual Misconduct Policy.

The formal complaint will be deemed resolved when the Complainant and Respondent expressly agree to a written resolution that is acceptable to them and is approved by the Title IX Coordinator in consultation with other appropriate WPI administrators.

Absent an agreement, by the parties, to enter into the Informal Resolution Process or to resolve the formal complaint through an Informal Resolution Agreement, the formal grievance process will resume.

Investigation

Title IX Coordinator will select an unbiased, qualified investigator(s) to conduct the investigation and write the Investigation Report.

The investigation will consist of:

- The investigator interviewing the Complainant, the Respondent, and any witnesses that the investigator believes will provide relevant factual information regarding the alleged Title IX Sexual Misconduct.
- The investigator reviewing documentation or other items, including but not limited to photographs, video evidence, and phone records, relevant to the alleged Title IX Sexual Misconduct.
- The investigator will not review evidence related to either party's prior sexual history with other persons except as relevant to the alleged Title IX Sexual Misconduct.

The Title IX Coordinator will provide the Complainant and the Respondent with the name of the assigned investigator(s) in writing (by email) and the Complainant and Respondent will have the opportunity to inform the Title IX Coordinator of any potential biases or conflicts of interest with the assigned investigator.

During the investigation, the Complainant and the Respondent will have an equal opportunity to participate, and the investigation may proceed even if a Complainant, Respondent, or any witness declines to participate. The Complainant and the Respondent may provide the investigator with the names of potential witnesses (including fact and expert witnesses) with whom they

would like the investigator to interview. The Complainant and the Respondent may also provide the investigator with any documentation or other items or written questions they would like to be considered or posed to any witness or the other party.

The investigator will provide the Complainant, Respondent, and any witnesses written notice of the date, time, location, participants, and purpose of interviews with sufficient time to prepare.

The investigator will deliver a written, draft Investigation Report to the Title IX Coordinator for inspection and review by the Complainant and the Respondent. The Investigation Report will only include relevant evidence, including inculpatory and exculpatory evidence. The Title IX Coordinator will provide the Complainant and the Respondent with a copy (by email) and send a written notice regarding the opportunity for the Complainant and Respondent (and their advisors) to inspect and review the evidence collected by the investigator that is directly related to the allegations under investigation. The Complainant and the Respondent will have the opportunity to review the investigator's draft Investigation Report. The purpose of the inspection and review process is to allow the Complainant and the Respondent equal opportunity to review and meaningfully respond to the evidence prior to conclusion of the investigation and the completion of the final Investigation Report. All evidence made available to each party for inspection and review prior to the completion of the final Investigation Report will be made available for use by the parties at the hearing, including during questioning of parties and witnesses.

The investigator will submit the final Investigation Report to the Title IX Coordinator, attaching the written responses to the draft Investigation Report submitted by the Complainant and the Respondent (if any). Title IX Coordinator will provide the Complainant and the Respondent with the final Investigation Report, attaching the written responses to the draft Investigation Report submitted by the Complainant and the Respondent (if any). The Title IX Coordinator will also provide the Judicial Panel and the Hearing Officer with the final Investigation Report, any written responses to the draft Investigation Report submitted by the Complainant and the Respondent (if any), and all evidence collected by the investigator during the investigation. The final Investigation Report, any written responses submitted by the parties to the draft Investigation Report, and all evidence collected by the investigator during the investigation will be available at the hearing, including for purposes of cross-examination.

Hearing

Following the investigation, the Title IX Coordinator will convene a fair and impartial formal hearing to review the relevant evidence and determine whether the Respondent's alleged Title IX Sexual Misconduct violated WPI's Title IX & Sexual Misconduct Policy. The Judicial Panel will consist of a three-member Judicial Panel and a Hearing Officer to preside over the hearing as the decision makers. The Judicial Panel is responsible for determining responsibility and sanctions.

The Judicial Panel's three members consist of three (3) faculty and/or staff members selected from a previously established pool of WPI faculty and staff members trained to hear complaints under WPI's Title IX & Sexual Misconduct Policy. The Hearing Officer is an outside attorney who will be trained on Title IX & Sexual Misconduct Policy and will be responsible administering the hearing, answering procedural questions during the Judicial Panel's deliberations, and drafting the Determination Letter. The Hearing Officer will not participate in deliberations or vote on the Judicial Panel's decision on responsibility and sanctions.

Before the live hearing takes place, the Title IX Coordinator will provide the Complainant and the Respondent with the names of the Judicial Panel members and the Hearing Officer. Complainant and Respondent will have three (3) business days to inform the Title IX Coordinator of any potential biases or conflicts of interest with the assigned Judicial Panel members or the Hearing Officer.

The Title IX Coordinator will schedule the date(s) for the hearing in consultation with all parties, the members of the Judicial Panel, and the Hearing Officer. The hearing may be conducted with all parties physically present in the same location, or, at WPI's discretion, any participant may appear at the hearing virtually through Zoom or other similar technology. This technology will enable all participants to simultaneously see and hear each other during the hearing. In the Notice of the Hearing, the Title IX Coordinator will provide the information on the date, time, and location of the hearing, the participants in the hearing, the rights of the parties during the hearing, the purpose of the hearing, and the hearing procedures, as detailed below.

The Complainant and the Respondent may each have a Hearing Advisor of their choice. The Hearing Advisor is responsible for conducting cross-examination on behalf of their advisee and is provided in addition to the party's personal advisor of their choice. If the Complainant or

the Respondent does not have a Hearing Advisor, WPI will select a trained Hearing Advisor to conduct cross-examination without fee or charge to that party. WPI is not required to, nor will WPI hire an attorney to be a Hearing Advisor for any party.

The Judicial Panel is responsible for determining responsibility and sanctions. After the hearing concludes, the Judicial Panel will decide by majority vote and based on a preponderance of the evidence whether the Respondent is responsible for the alleged Title IX Sexual Misconduct. If the Judicial Panel finds the Respondent responsible, they will decide by a majority vote whether sanctions are appropriate and what those sanctions will be, and whether any remedies will be provided by WPI to the Complainant and what those remedies will be.

If the Judicial Panel finds the Respondent responsible for the alleged Title IX Sexual Misconduct, the Respondent may be subject to a wide range of sanctions, depending on the circumstances of a particular case.

- When the Respondent is a student, sanctions include community service, counseling, probation, suspension from residence hall, suspension from the university for one or more terms, and expulsion from WPI.
- When the Respondent is a staff or faculty member, sanctions include community service, counseling, probation, reassignment of duties, suspension with pay, suspension without pay, and termination of employment at WPI.

In deciding a fair and appropriate sanction, the Judicial Panel will consider the following factors:

- The nature and circumstances of the misconduct; and
- The impact of the Title IX Sexual Misconduct on the Complainant; and
- The Respondent's prior disciplinary history at WPI; and
- Other mitigating or aggravating circumstances.

The Judicial Panel may also consider wide range of remedies for the Complainant designed to restore or preserve equal access to WPI's Education Program or Activity. Remedies may include, but are not limited to, the examples of supportive measures. If the Judicial Panel finds that the Respondent is not responsible, WPI should make reasonable and practical efforts as appropriate to restore the reputation of the Respondent.

Upon reaching a determination on responsibility and sanctions, the Judicial Panel will provide a written Determination Letter to the Title IX Coordinator. The Determination Letter will be drafted by the Hearing Officer and approved by a majority of the voting members of the Judicial Panel. A written determination regarding responsibility will be issued simultaneously, by the Title IX Coordinator, to all parties. The Title IX Coordinator will also inform other WPI officials as necessary and appropriate.

Appeal

WPI provides both the Complainant and the Respondent to opportunity to appeal the dismissal of a formal complaint and the Determination Letter (including the decision on responsibility and/or sanctions). All appeals and special appeals must be delivered to the Title IX Coordinator who will transmit the appeal to the appropriate Appellate Officer.

- If the Respondent is a student, the Appellate Officer is the Vice President for Student Affairs.
- If the Respondent is a faculty member, the Appellate Officer is the Provost (unless the Respondent is a full-time faculty member whom the Judicial Panel has determined should be dismissed or suspended and the special appeals process).
- If the Respondent is a staff member, the Appellate Officer is the Vice President for Talent & Inclusion.

The Appellate Officer will be free of conflict of interest and bias, and will not serve as investigator, Title IX Coordinator, or Judicial Panelist in the same matter. The Appellate Officer will not be involved in the appeal until the Title IX Coordinator has resolved any questions of conflict of interest.

Within fourteen (14) business days after receiving an appeal and the other party's response to the appeal (if any), the Appellate Officer will decide the merits of the appeal. The Appellate Officer will provide an Appeal Determination Letter to the Title IX Coordinator that includes the rationale for the appeal determination and the Title IX Coordinator will issue the Appeal Determination Letter to the Complainant and the Respondent simultaneously in writing (by email) and inform other WPI officials as necessary and appropriate.

Special Appeals

If the Respondent is a full-time faculty member facing a sanction of dismissal or suspension appeals, a special appeal procedure is available. Special appeal procedures apply in the following circumstances:

- As the only method to appeal a determination that a Respondent who is a full-time faculty member should be dismissed or suspended; or
- As an appeal of a determination by the Appellate Officer that a Respondent who is a full-time faculty member should be dismissed or suspended when that determination was made on appeal, but the Judicial Panel did not impose such sanction on the Respondent.

The Respondent or Complainant, involved in the special appeals procedure, may appeal the Determination Letter (including the decision on responsibility or sanctions) or the decision from an appeal to the President within fourteen (14) days following the delivery of the Determination Letter or the Appeal Determination, as applicable.

The President will provide an Appeal Determination Letter to the Title IX Coordinator that includes the rationale for the appeal determination and the Title IX Coordinator will issue the Appeal Determination Letter to the Complainant and the Respondent simultaneously in writing (by email) and inform other WPI officials as necessary and appropriate.

If the President decides to impose a sanction of dismissal or suspension, the Respondent, or the Complainant, involved in the special appeals procedure, may further appeal the sanction to the Board of Trustees within fourteen (14) days following receipt of the President's Appeal Determination Letter.

If the Respondent or the Complainant submits a further appeal, the Chair of the Board, in collaboration with the Secretary of the Faculty, shall appoint a committee of five (5) faculty members who will make a recommendation regarding the sanction imposed.

The Board Chair should issue a written decision within thirty (30) days of receiving the faculty committee's report. The Board Chair will provide a Further Appeal Determination Letter to the Title IX Coordinator that includes the rationale for the appeal determination and the Title IX Coordinator will issue the Further Appeal Determination Letter to the Complainant and the Respondent simultaneously in writing (by email) and inform other WPI officials as necessary and appropriate. The Board Chair's decision will be final.

Other Information

WPI Title IX & Sexual Misconduct Policy does not alter any institutional obligations under federal disability laws including the Americans with Disabilities Act of 1990, and Section 504 of the Rehabilitation Act of 1973. Parties may request reasonable accommodations for disclosed disabilities to the Title IX Coordinator at any point before or during the Title IX process that do not fundamentally alter the Process.

In accordance with the requirements of the Clery Act, in any campus conduct case involving allegations of certain sexual offenses, the Complainant and the Respondent are entitled to the same opportunities to have a support person and/or, a personal advisor present during a campus disciplinary proceeding and will be informed, in writing, of the outcome of any campus disciplinary proceeding, including when the results become final and any appeals. For more information regarding the Interim Title IX & Sexual Misconduct Policy please contact the Title IX Coordinator at 508-831-6514 or via email at TitleIX@wpi.edu.

GRIEVANCE PROCESS FOR NON-TITLE IX SEXUAL MISCONDUCT UNDER THE INTERIM TITLE IX & SEXUAL MISCONDUCT POLICY

WPI also has a grievance process for prohibited sexual misconduct that falls outside the scope of Title IX under its Title IX & Sexual Misconduct Policy. Information about that process can be found online here.

CAMPUS REPORTING AND SAFETY NOTIFICATIONS

Depending on the circumstances, a campus safety notification, reporting the incident may be sent to the community. Your name will not be identified in the notification. Similarly, WPI will report the incident, with no identifying information, as part of the Annual Security Report (ASR).

Procedures the University Will Follow When a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking is Reported

The University has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking. These include informing individuals about their right to file criminal charges as well as the availability of counseling/mental health, health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and

other services on and off-campus as well as additional supportive measures for complainants, such as changes to housing, academic, no trespass or no contact orders (as applicable), transportation and working situations, if reasonably available. The University will make such supportive measures available, if the victim requests them and if they are reasonable available, regardless of whether the victim chooses to report the crime to the WPI Police Department or local law enforcement. Students and employees should contact the Director of Title IX (Title IX Coordinator): 508-831-6514, TitleIX@wpi.edu.

If a report of domestic violence, dating violence, sexual assault or stalking is reported to the University, below are the procedures that the University will follow:

| Procedure Institution Will Follow | |
|-----------------------------------|---|
| 1. | Depending on when reported (immediate vs. delayed report), Institution will provide complainant with access to medical care |
| 2. | Institution will assess immediate safety needs of complainant |
| 3. | Institution will assist complainant with contacting local police if complainant requests AND provide complainant with contact information for local police department |
| 4. | Institution will provide complainant with referrals to on and off campus resources |
| 5. | Institution will assess the need to implement supportive measures(as appropriate), if requested by complainant |
| 6. | Institution will provide complainant with an explanation of their rights and options |
| 7. | Institution will provide a no trespass or no contact order (as appropriate) if deemed appropriate and requested by complainant or respondent |
| 8. | Institution will provide information to complainant on how to apply for Protective Order |
| 9. | Institution will provide a copy of WPI's Title IX & Sexual Misconduct Policy to complainant and inform complainant regarding timeframes for inquiry, investigation, and resolution |
| 10. | Institution will inform complainant of the outcome of any formal investigation requested by complainant and what the outcome of the hearing is (if applicable) |
| 11. | Institution will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against the complainant, the respondent, or individuals assisting in the investigation, during and following the outcome of the investigation. |

Assistance for Victims: Rights & Options

Regardless of whether a complainant elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, WPI will assist complainants of sexual assault, domestic violence, dating violence, and stalking and will provide them with an explanation of their rights and options.

Such information will include:

- the procedures complainants should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred;
- information about how WPI will protect the confidentiality of victims and other necessary parties, consistent with WPI's policies and applicable law;
- a statement that WPI will provide notification to students and employees about on and off-campus resources, such as counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available both within the institution and in the community; a statement regarding WPI's options for, available assistance in, and how to request supportive measures; and

- An explanation of the procedures in WPI's Title IX & Sexual Misconduct Policy, as applied in cases of alleged domestic violence, dating violence, sexual assault, and stalking.

Additionally, personally identifiable information about the victim will be treated with the utmost degree of privacy and confidentiality in accordance with WPI policies and applicable federal and state law.

On and Off Campus Services for Complainants

Upon receipt of a report of domestic violence, dating violence, sexual assault, or stalking, WPI will provide notification to students and employees about resources and services available on and off-campus, including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement. These resources include the following:

| On Campus | Service Provider | Contact Information |
|--|---|---|
| Counseling and Mental Health (for WPI students only) | Student Development and Counseling Center | 508-831-5540 |
| Health Services (for WPI students only) | Student Health Services | 508-831-5520 |
| Victim Advocacy | WPI's Confidential Resource Advisors | A list of current CRAs at WPI is located HERE |
| Law Enforcement/Police | WPI Police Department | 508-831-5433 |
| Visa and Immigration Assistance | International House | 508-831-6030 |
| Student Financial Aid (for WPI students only) | Student Aid and Financial Literacy | 508-831-5469 |
| Other Confidential Resources | WPI Collegiate Religious Center WPI Ombudspersons | |
| Off Campus | Service Provider | Contact Information |
| Counseling and Mental Health | YWCA | 508-755-9030 (24/7 hotline) |
| Counseling and Mental Health | Pathways for Change | 800-870-5905 (24/7 hotline) |
| Health Services | UMass Medical Center | 508-334-1000 |
| Victim Advocacy | YWCA | 508-755-9030 (24/7 hotline) |
| Victim Advocacy | Pathways for Change | 800-870-5905 (24/7 hotline) |
| Law Enforcement / Police | Worcester Police Department Massachusetts State Police | 508-799-8606 508-829-8410 |
| Legal Assistance | Victims' Rights Law Center (VRLC) | 617-399-6720 |
| Visa and Immigration Assistance | Immigration Legal Aid | 508-754-1121, ext. |

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

- Rape, Abuse, and Incest National Network: <http://www.rainn.org>
- U.S. Department of Justice, Office on Violence Against Women: <https://www.justice.gov/ovw>
- U.S. Department of Education, Office for Civil Rights: <http://www2.ed.gov/about/offices/list/ocr/index.html>
 - U.S. Equal Employment Opportunity Commission: <https://www.eeoc.gov/>
 - Massachusetts Commission Against Discrimination: <https://www.mass.gov/orgs/massachusetts-commission-against-discrimination>
 - Massachusetts Board of Higher Education: <https://www.mass.edu/forstufam/complaints/complaints.asp>

Confidentiality

Complainants may request that directory information, on file with the University, be withheld by contacting the Registrar's Office at 508-831-5211.

Regardless of whether a complainant has opted-out of allowing the University to share directory information," WPI will provide the utmost degree of privacy and confidentiality possible under the circumstances of each matter and as permitted by law. WPI will keep the identity of any individual who has made a report or formal complaint confidential, including the identity of any individual who has made a report under WPI's policies, any Complainant, any Respondent, and any witness, except as permitted by the FERPA, the Clery Act, or as required by law, or to carry out the purposes of applicable federal or state law, including the conduct of any investigation, hearing, or judicial proceeding under WPI's Title IX & Sexual Misconduct Policy.

The University does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Clery Act. Furthermore, if a Timely Warning Notice is issued due a report of domestic violence, dating violence, sexual assault or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Education and Training

WPI is committed to creating a safe and healthy community, even though training programs were limited during 2020 and 2021 due to the ongoing COVID-19 pandemic and social distancing restrictions in place on campus.

WPI has established a comprehensive educational program to prevent dating violence, domestic violence, stalking, and sexual assault that can be delivered both in-person and online. The goal of the program is to prevent and respond to assaults by providing educational and peer-to-peer programs, counseling, and support resources, and to increase awareness and prevent these crimes in the WPI community.

The Sexual Assault & Violence Education (SAVE) Committees a coordinated community response committee comprised of students, administrators, staff, and faculty working to nurture a campus community that is healthy, safe, and supportive for all. SAVE works to foster this environment by providing education on the topics of sexual assault, dating and domestic violence, and stalking while creating opportunities for open campus dialogue around these issues, promoting pro-social and proactive bystander intervention, and empowering all member of the community to gain knowledge of support resources. The Title IX Office, Student Development & Counseling Center (SDCC), SAVE committee, and SPARC (Students Preventing Assault & Rape in Our Community) are examples of groups and offices on campus that provide violence prevention programming throughout the year.

Programs related to Domestic Violence, Dating Violence, Sexual Assault and Stalking

WPI engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to educate community members on topics related to dating violence, domestic violence, sexual assault, and stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

WPI's educational programming consists of *primary* prevention and awareness programs for all incoming students and new employees and *ongoing* awareness and prevention campaigns for students that:

- Clearly communicate that the institution prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act);
- Provide the definitions of domestic violence, dating violence, sexual assault, and stalking ;
- Define consent and describe what behaviors and actions constitute consent, in reference to sexual activity as defined by the student and employee codes of conduct;
- Provide a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
- Provide information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence;
- Provide an overview of information contained in the Annual Security and Fire Safety Report in compliance with the Clery Act;
- Provide information regarding:
 - Procedures victims should follow if a crime of domestic violence, dating violence, sexual assault, or stalking occurs (as described elsewhere in this Annual Report);
 - How the institution will protect the confidentiality of complainants and other necessary parties (as described elsewhere in this Annual Report);

- Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both in the institution and in the community (as described elsewhere in this Annual Report); and
- Options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or supportive measures (as described elsewhere in this Annual Report);
- Procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described elsewhere in this Annual Report).

Primary Prevention and Awareness Programs

WPI provides primary prevention and awareness programs to all incoming students that involves the distribution of educational materials to new students, participating in and presenting information and materials during new student orientation, providing programs by invitation for academic programs, and requiring incoming first year students and returning upper class students to take online courses related to sexual assault and high-risk drinking awareness and education. These trainings include:

- Clearly articulated statements that WPI prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking.
- The federal, state, and WPI policy definitions of domestic violence, dating violence, sexual assault and stalking.
- WPI's definitions of Sexual Misconduct and consent.
- A description of safe and positive options for bystander intervention.
- Information on specific risk reduction strategies.

Specifically, the University offered the following **primary prevention and awareness programs** for all **incoming students** in **2021**:

| Name of Program | Date Held | Location | Prohibited Behavior Covered |
|--|-----------|----------------|-----------------------------|
| Bystander Intervention Training (Student Athletes) | Various* | Virtual/Online | DoV, DaV, SA, S |
| Sexual Assault Awareness Training for WPI Students | Various* | Virtual/Online | DoV, DaV, SA, S |
| Bystander Intervention Training | Various* | Virtual/Online | DoV, DaV, SA, S |

* Various is defined as the dates of the training run throughout the year at various times.

** DoV = Domestic Violence; DaV = Dating Violence, SA = Sexual Assault; S = Stalking

Sexual misconduct awareness and prevention training for new employees begins in the Division of Talent & Inclusion's onboarding process. All new employees at WPI are required to successfully complete an on-line sexual misconduct training program. The presentation provides an information of what it means to be required to report incidents of sexual misconduct and educates employees on how to respond to disclosures of sexual misconduct. The training identifies prohibited forms of conduct, including sexual assault, sexual harassment, dating or domestic violence, and stalking. Employees learn about resources and sources of support available to those affected by sexual misconduct. WPI continues to explore avenues for infusing faculty and staff training with essential information about active bystander intervention and policies and procedures.

The University offered the following **primary prevention and awareness programs** for all **new employees** in **2021**:

| Name of Program | Date Held | Location | Prohibited Behavior Covered |
|--|-----------|----------|-----------------------------|
| Title IX for Higher Education | Various* | Online | DoV, DaV, SA, S |
| Title IX and WPI Title IX & Sexual Misconduct Policy (Online) | Various* | Online | DoV, DaV, SA, S |
| Harassment Prevention for Employees and Managers - Higher Education Edition (Online) | Various* | Online | DoV, DaV, SA, S |

* Various is defined as the dates of the training run throughout the year at various times.

** DoV = Domestic Violence; DaV = Dating Violence, SA = Sexual Assault; S = Stalking

Ongoing Prevention and Awareness Campaigns

WPI provides an annual educational campaign for all WPI community members designed to provide ongoing education and programming around issues of sexual misconduct – including sexual assault, domestic violence, dating violence, and stalking. Campaign strategies employed include face to face presentations, online training programs, printed materials, self defense programming, and related lectures.

Ongoing prevention and awareness campaigns include self defense programming; Rape Aggression Defense (R.A.D.), Stalking Awareness month (January), Domestic Violence month (October) events and activities; Silent Witness Exhibit, Sexual

Assault and Awareness month (April), which includes presentations and an annual “Take Back the Night” event; bystander intervention programming; programming specific to developing healthy relationships; and regular student conversations related to sexual assault and relationship violence as part of the Sexual Assault & Violence Education (SAVE) Committee and Students Preventing Assault and Rape in our Community (SPARC) and (ETHOS) organizational meetings.

The following are some specific examples of ongoing programs currently offered by WPI. This list is not all-inclusive:

Online Education: First year students complete online learning about sexual violence and bystander education through Get Inclusive. It takes first year students through real-world scenarios and encourage students to challenge sexist language and attitudes and gives them the tools needed to identify situations and how to best intervene. It also provides guidance for supporting someone who has experienced harm. It promotes healthy relationships based on positive communication and respect—empowering students to create safe, healthy campus environments to learn effective ways to prevent and report sexual assault on our campus. New WPI Employees receive training on the Clery Act and Title IX via online education through the WPI Learning Academy during their onboarding.

Orientation Programing: Incoming first year students participate in a series of information sessions about sexual assault information, in addition to learning about WPI’s Title IX & Sexual Misconduct Policy, bystander intervention, and resources using virtual online training modules and in-person trainings. New WPI employees receive training on the Clery Act and Title IX via online education through the WPI Learning Academy during their onboarding.

Extended Programming: All students have the option to participate in several on campus workshops dealing with topics such as self defense (Rape Aggression Defense), bystander intervention training, healthy relationships education sessions, involvement and/or participation in student run organizations such as SPARC, SAVE , and Project ETHOS (. These extended programs are designed to give students an interactive educational experience geared at giving them the personal tools to reduce and prevent violence.

Speakers/programs on Sexual Violence, Domestic and Dating Violence, Stalking and other Sexual Misconduct Issues: Expert speakers who discuss topics about women’s sexual wellbeing, healthy relationships, and the prevention of sexual violence and harassment.

Peer Education Programs & Performances: Various student clubs, organizations, and/or members of the WPI’s theater and musical groups conduct discussions and/or perform plays that focus on topics such as sexual assault, dating violence, domestic violence, and other related topics.

Bystander Intervention Workshops: Bystander Intervention presentations help people understand the bystander effect and what stops us from intervening in potentially harmful situations and provides tools to intervene. Bystander Intervention workshops cover a description of safe and positive options for bystander intervention to include effective ways to decide to act when we see someone in need. Participants leave with practical tips to intervene.

Healthy Relationships Discussion Group: A series of interactive discussions about what makes a healthy and non-healthy relationship with others (intimate partnerships, dating) and with the self (knowing boundaries, finding one’s voice to set boundaries, discerning what is appropriate for the individual, etc.).

Student Organizations: SPARC (Students Preventing Assault and Rape in our Community), SAVE (Sexual Assault & Violence Education) and ETHOS (Fraternity Men Together to Prevent Sexual Violence) organizations. All programs conducted by these organizations help raise awareness and offer support to end sexual violence on campus.

Students Traveling: The Global Experience Office (GEO) has developed a pre-departure orientation program focused on sexual misconduct awareness and prevention for all students traveling to residential project centers (both domestic and international) through the WPI Global Projects Program. The pre-departure orientation program is centered on an online module, which includes an educational video, and an in-person component where staff facilitators lead a pre-departure health, safety, and security session, which includes scenario-based discussion groups, one of which is on how to prevent and respond to a sexual assault.

For more information about sexual violence, training opportunities, and educational resources, contact the Director of Title IX: 508-831-6514 TitleIX@wpi.edu

How to Be an Active Bystander

Bystanders play a critical role in the prevention of sexual misconduct. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.” Below is a list of some ways to be an active bystander.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual misconduct, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

If you or someone else is in immediate danger while on campus, dial the WPI Police Department at 508-831-5555 (on campus x5555) or dial 911 if you are off campus.

Risk Reduction

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one’s risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

1. **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. **Try to avoid isolated areas.** It is more difficult to get help if no one is around.
3. **Walk with purpose.** Even if you don’t know where you are going, act like you do.
4. **Trust your instincts.** If a situation or location feels unsafe or uncomfortable, it probably isn’t the best place to be.
5. **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.

6. **Make sure your cell phone is with you** and charged and that you have cash money.
7. **Don’t allow yourself to be isolated** with someone you don’t trust or someone you don’t know.
8. **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
9. **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. **Trust your instincts.** If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
11. **Don’t leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you’ve left your drink alone, just get a new one.
12. **Don’t accept drinks from people you don’t know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don’t drink from the punch bowls or other large, common open containers.
13. **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for alcohol they’ve had, or is acting out of character, get him or her to a safe place immediately.
14. **If you suspect you or a friend has been drugged, contact law enforcement immediately** (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
 - a. **Remember that being in this situation is not your fault.** You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.

- b. **Be true to yourself.** Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
- c. **Have a code word with your friends or family** so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
- d. **Lie.** If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.

University Resources

The University has designated the following individuals as having oversight responsibility for receiving complaints of and investigating allegations of sexual misconduct by a WPI student in connection with a University program or activity:

Title IX Coordinator (Student, Faculty or Staff Conduct)

Stanley Horton – Title IX Coordinator

100 Institute Road
Worcester, Massachusetts 01609
Office: Rubin Campus Center Room 234
508-831-6514
TitleIX@wpi.edu

Deputy Title IX Coordinators

- **Emily Perlow**, Assistant Dean of Students, 508-831-5060, eperlow@wpi.edu
- **Kathryn Keyes**, Talent & Inclusion Partner, Boynton Hall, 508-831-5470, kkeyes@wpi.edu

Equal Opportunity, Anti-Discrimination & Harassment Policy

WPI is committed to the principle of equal opportunity in education and employment. It is the policy of WPI to provide each qualified individual - regardless of race, sex, age, color, national origin, religion, genetic identity, disability, gender identity or expression, marital or parental status, sexual orientation, transgender status, veteran status, or any other legally protected status

– the opportunity to participate in the University's educational and employment programs and activities, including admissions, in discrimination and harassment-free environment, in accordance with state and federal laws, including Title VI and Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, and the Age Discrimination Act of 1975, and their respective implementing regulations.

Furthermore, WPI prohibits and will not tolerate unlawful discrimination or harassment. Unlawful discrimination or harassment consists of treating a person differently in any WPI program or activity based on their race, sex, age, color, national origin, religion, genetic identity, disability, gender identity or expression, marital or parental status, sexual orientation, transgender status, veteran status, or any other legally protected status. This includes, for example, the display or circulation of written or electronic materials or pictures degrading to a person's gender or to racial, ethnic, or religious groups; and verbal abuse or insults directed at or made in the presence of members of a racial, ethnic, or minority group.

WPI will administer any complaint of discrimination or harassment with the utmost degree of privacy and confidentiality possible under the circumstances of each matter and as permitted by law. Failure of any participant to respect confidentiality, both during or after an investigation process, may constitute retaliation and subject the violator to discipline. WPI prohibits and will not tolerate any form of retaliation against persons who have complained about, or participated in an investigation of a complaint about, unlawful discrimination or harassment.

WPI will make an independent inquiry into complaints of unlawful discrimination and harassment, according to applicable WPI policies and procedures, and violations by Students/Employees will be subject to disciplinary action, including suspension, expulsion, or termination, where appropriate.

Student/Employee inquiries concerning discrimination or harassment based on sex, gender identity or expression, sexual orientation, or pregnancy should be referred to the Title IX Office:

Stan Horton

Title IX Coordinator
100 Institute Road
Worcester, Massachusetts 01609
Campus Center
titleix@wpi.edu

Student/Employee inquiries concerning discrimination or harassment based on disability should be referred to the Office of Accessibility Services (students) or Talent & Inclusion (employees):

Students

Amy Curran

Director, Office of Accessibility Services
100 Institute Road
Worcester, Massachusetts 01609
Daniels Hall, Room 124
508-831-4908
acurran@wpi.edu

Employees

Kat Keyes

Talent & Inclusion Partner
Section 504 Coordinator
100 Institute Road
Worcester, Massachusetts 01609
508-831-5471
kkeyes@wpi.edu

Student/Employee inquiries concerning discrimination or harassment based on any other protected status should be referred to the Dean of Students (Students) or Talent & Inclusion (Employees).

Procedures for Obtaining Protective Orders

The Abuse Prevention Law, MGL 209A was enacted to help victims from being abused. The law, most commonly known as a restraining order, allows the court to issue a protection order notifying your abuser to stop the abuse. The City of Worcester Police Department and WPI Police Department are responsible for enforcing any violations of the restraining order. If you decide to file a complaint for an Abuse Prevention Order, contact the WPI Police at (508) 831-5433 and they will assist you with the process described below. The law also provides victims of harassment with the ability to receive relief from the courts even though there is no relationship with the abuser.

Victims can file an application for a civil complaint for protection of abuse at the local courthouse. You will then speak to a clerk or judge to explain your reasons for requesting the protective order. The judge will determine whether or not a temporary order for 10 days will be issued. If the temporary order is issued, you will be provided with a copy and will be required to come back to court in 10 days for a hearing. The abuser will receive a summons from the court requiring them to

attend the 10-day hearing. At the 10-day hearing, the judge will determine if the order will be extended. Bring any witnesses or evidence that you may have to support your testimony. If the abuser does not appear, the hearing is still held. You must appear at the hearing or the order will be dismissed. The judge will determine whether the restraining order will be extended for a longer period of up to one year or dismissed, based upon the testimony and evidence provided.

If you need immediate protection from an abuser, contact the WPI Police Department at (508) 831-5555 or if off campus in the city of Worcester call the City of Worcester Police at 911. If off campus in the city of Boston call the City of Boston Police Department at 911.

The WPI Police Department, the City of Worcester Police Department or the Boston Police Department can assist you in obtaining an Emergency Restraining Order which will be valid until the next court business day. As soon as the order is issued you will be provided with a copy and the police will attempt to serve a copy to the abuser.

Violation of an Abuse Prevention Order

If the abuser violates the restraining order, call the police immediately. If you live on the WPI campus, contact the WPI Police Department immediately. If you live off campus within the City of Worcester, call the Worcester Police Department 911 line. If the abuser leaves the area, provide the police with as much information as possible. Let the police know the last known direction of flight and any physical or clothing description. If the police are unable to locate the individual, the next step would be the application of a criminal complaint. **Remember to keep the abuse prevention order with you at all times!**

University No Contact Orders or Stay Away Requests

The University may issue a No Contact Order if deemed appropriate and at the request of a complainant or respondent. If the University receives a report that such a no contact order has been violated, the University will take appropriate action under applicable WPI policies.

Adjudication of Alleged Violations of WPI's Title IX & Sexual Misconduct Policy

The grievance process under WPI's Title IX & Sexual Misconduct is a prompt, fair, and impartial process consistent with WPI's obligations under federal and state law. In all instances, the process will be conducted in

a manner that is consistent with WPI's policy and that is transparent to the complainant and the respondent. University officials involved in the investigation or adjudication of sexual misconduct under WPI's Title IX & Sexual Misconduct Policy are trained annually on the issues related to sexual misconduct (including domestic violence, dating violence, sexual assault, and stalking), as well as how to conduct a grievance process in accordance with WPI's policy that promotes accountability.

Resources for Information about Sex Offenders

Sexual Offender Registry Information

The Federal Campus Sex Crimes Prevention Act requires colleges and universities to issue a statement advising the campus community where state law enforcement agency information concerning registered sex offenders may be obtained. The Act also requires registered sex offenders to provide to appropriate state officials notice of each institution of higher education at which the offender is employed, carries on a vocation, or is a student.

How to Inquire

Members of WPI may request information about sex offenders in Massachusetts at the Massachusetts Sex Offenders Registry Board, telephone (978) 740-6400 or <https://www.mass.gov/orgs/sex-offender-registry-board> or the Worcester Police Department (508)799-8606.

Penalties for Improper Use of Sex Offender Registry Information

Information contained in the Sex Offenders Registry will not be used to commit a crime against an offender or to engage in illegal discrimination or harassment of an offender. Any person who improperly uses Sex Offender Registry information will be punished by not more than two- and one-half years in the house of corrections or by a fine of not more than \$1000 or by both such fine and imprisonment.

Hazing Statement

Massachusetts law prohibits the practice of hazing by a student organization. WPI, to educate the entire student population about hazing, requires each student to read and sign the Hazing Policy as part of the academic registration process twice a year.

WPI is committed to emphasizing that all campus activities be made constructive, educational, and safe for individuals and for student organizations. Therefore, in support of the University's commitment to the mental, emotional, and physical well-being of every student, it is the policy of WPI and the Commonwealth of Massachusetts that hazing in any form is prohibited and its practices in any fashion be condemned. See Massachusetts Act Prohibiting Hazing [here](#).

(HEOA) Notification to Victims of Crimes of Violence

The University will, upon written request, disclose to the alleged victim of a crime of violence, (as that term is defined in Section 16 of Title 18, United States Code) or a non- forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Policies on Illegal Drugs and Alcohol and Controlled Substances

WPI supports, promotes, respects, and expects adherence to federal and state laws regarding alcohol and drugs. The WPI community is composed of students, faculty, staff, and alumni. The entire community must assume responsibility for providing a climate that respects personal rights, federal and state laws, promotes safety, and models appropriate and acceptable behavior.

Policy on Illegal Drugs and Alcohol

WPI enforces the Massachusetts underage drinking laws and state and federal drug laws, including within on-campus and off-campus living residences. The legal drinking age in Massachusetts is 21. Students found in violation of the Policy on Illegal Drugs and Alcohol will be subject to disciplinary action. Solely in programs involving off-campus travel outside of the United States, students may comply with the legal drinking age of the respective country they are located in. However, it is important to note that dangerous, or binge drinking in any location is a violation of the Code of Conduct.

Specifically, WPI prohibits the unlawful possession, use, and/or distribution of illicit drugs and alcohol on its property and/or as part of its activities.

1. Students under the age of 21 may not possess, consume, transport, or be served alcohol. Students under the age of 21 may not be under the influence of alcohol or a controlled substance. Regardless of age, no individuals may possess open containers on campus.
2. Kegs, bulk containers, or any other common sources of alcohol are not permitted on WPI-owned, operated, or affiliated property at any time.
3. Dangerous and/or binge drinking or exhibiting offensive or disruptive behavior while under the influence of alcohol is prohibited.
4. Students may not possess, use, or distribute illicit drugs or possess drug-related paraphernalia.
5. Students may not furnish alcohol to anyone under 21 years of age. Furnish means to knowingly or intentionally supply, give or provide to, or allow a person under 21 years of age to possess alcoholic beverages on premises or property owned or controlled by the person or organization charged.

Policy on Use of Controlled Substances

WPI prohibits the unlawful use, possession, sale, distribution, or manufacture of controlled substances on WPI property or as part of University activities. WPI also prohibits the use, possession, sale, distribution, or manufacture of other substances, even though they may not be illegal, including, but not limited to, whipp-its, 2-C's, molly, ecstasy, NBOME, Spice, K-2, and non-prescribed performance enhancing drugs ("prohibited substances").

WPI prohibits persons from permitting the use of prohibited substances in a campus residence or associated residence, including in fraternities and sororities. WPI also prohibits the unlawful distribution, possession, social sharing, non-prescribed use, or abuse of prescription drugs. Altering, tampering, or forging a prescription is also prohibited.

Policy on Recreational Marijuana

Although the Commonwealth of Massachusetts has legalized recreational use of marijuana by people at or over the age of 21, WPI must abide by federal laws, including the Drug-Free Schools and Communities Act, to remain eligible for federal funding, including funding for student financial aid. Therefore, WPI must continue to maintain and enforce its prohibition on the use of marijuana. This means that for all students, regardless of age, WPI prohibits the use, sale, manufacture, distribution,

possession, or facilitation of the use of marijuana on campus. WPI also prohibits the unlawful manufacturing, selling, and distribution of marijuana regardless of location or age.

Student members of the WPI community who are in violation of this policy are subject to local, state, and federal law as well as disciplinary adjudication under the Code of Conduct, and/or WPI Fraternity and Sorority Community Policies. The various sanctions outlined in the Code of Conduct are applicable to students found responsible for violating the Policy on Illegal Drugs and Alcohol.

Tobacco-Free Campus Policy

WPI is a tobacco-free campus and does not permit the use or sale of any tobacco products (combustible or smokeless), including e-cigarettes.

WPI's tobacco-free campus policy will apply to all members of the WPI community including visitors to the campus. The WPI campus will be entirely free from tobacco products and E-cigarettes everywhere including all buildings, walkways, patios, playing fields, lawns, parking lots, parking garages and all WPI owned, leased, or rented vehicles.

Adherence to and management of this policy requires common sense, courtesy, and support among members of the WPI community. Students with concerns or questions should contact the Dean of Students Office.

Alcohol and Drug Abuse Education

WPI engages in several preventative educational programs to prevent the illicit use of drugs and abuse of alcohol by students. The program provides services related to drug use and abuse including dissemination of informational materials, educational programs, counseling services, referrals, and university disciplinary actions.

WPI requires all incoming first year students to complete an online education program on the topics of alcohol and drugs. This program is an interactive online program that uses the latest evidence-based prevention methods to create a highly engaging user experience, inspiring students to make healthier decisions related to alcohol and other drugs. The course covers topics like:

- Overview of Key Definitions
- Myths and Misperceptions
- Alcohol and Motivation

- Standard Drink
- Blood Alcohol Concentration
- Key Strategies for Drinkers
- Key Strategies for Non-Drinkers
- Bystander Intervention Skills
- Academic Brain Science
- Media Literacy and Expectations
- Alcohol and the Law
- College, Drinking and Stress

Students Mentoring Active Responsibility Together (SMART) is a student organization that educates their fellow peers about alcohol and other drugs through programs, trainings, and collaboration with other student groups to bring awareness to the issues of alcohol and other drug use in WPI community.

The Residence Life Staff conduct meetings with students in the residence halls where they discuss alcohol and drug policies on campus and have discussions about alcohol and drug use to promote a healthy living environment.

Through the Dean of Students Office, anyone who is found to be in violation of the Student Code of Conduct's alcohol and drug policy can be required to complete an educational sanction that deal with alcohol and/or drug abuse. Campus and community resources are located at <https://www.wpi.edu/student-experience/health-counseling/counselingservices/alcohol-drug-education>.

Drug Free Schools and Communities Act

In compliance with the Drug Free Schools and Communities Act, WPI publishes information regarding the University's educational programs related to drug and alcohol abuse prevention; sanctions for violations of federal, state, and local laws and University policy; a description of health risks associated with alcohol and other drug use; and a description of available treatment programs for WPI students and employees. A complete description of these topics, as provided in the University's annual notification to students and employees, is available at <https://www.wpi.edu/about/policies/alcohol-drug-policy>.

Local and State Laws

City of Worcester Ordinance on Alcoholic Beverages

Open Alcoholic Beverages Containers

- No person shall drink any alcoholic beverages as defined in chapter 138, § 1 of the General Laws nor shall have in his/her possession any open containers or containers whose seal has been broken and recapped of such beverages, while on, in, or upon any public way or sidewalk, or upon any way to which the public has a right of access, or any place to which the members of the public have access as invitees or licensees, park or playground, or private land or place, without the consent of the owner or person in control thereof. The burden of proving such consent shall be on the defendant
- All alcoholic beverages being used in violation of this ordinance shall be seized and safely held until final adjudication of the charge against the persons so arrested or summoned before the court, at which time they shall be disposed of as directed by the court.
- A police officer witnessing a violation of this ordinance shall have the right to arrest such person without a warrant and shall bring the person so arrested before the court within twenty-four hours, Sundays and holidays excepted.
- The penalty for violation of this ordinance shall not exceed fifty dollars for each offense.

Massachusetts State Law Alcohol and Drug Laws

In addition to the definitions of conduct that are prohibited by WPI, the following are excerpts compiled from the Massachusetts General Laws that describe how certain relevant behavior is defined in the State of Massachusetts. These definitions may not be identical to the definitions of conduct prohibited in WPI's Interim Title IX & Sexual Misconduct Policy, and/or WPI's Student Code of Conduct but WPI considered these definitions in developing its Policy.

The Commonwealth of Massachusetts general law states that a person who is under 21 years of age may not purchase, attempt to purchase, or arrange for someone else to purchase alcoholic liquor on the minor's behalf.

(Ma. Gen. Laws Ann. 138 Section 34A.) The law also prohibits minors from knowingly possessing, transporting, or carrying alcohol. (Ma. Gen. Laws Ann. 138 Section 34C.) It is also illegal for minors to make false statements about age (or induce others to do so) to obtain alcohol. (Ma. Gen. Laws Ann. 138 Section 34A.)

Minors may not use fraudulent identification to obtain alcohol, nor may someone furnish fraudulent identification to minors. This offense is a misdemeanor, separate from the crime described above, and carries additional penalties. (Ma. Gen. Laws Ann. 138 Section 34A & B.)

Massachusetts law sets the legal limit for blood-alcohol levels while driving at .08% for all drivers. Additionally, under the state's Zero Tolerance policy, the law sets a legal limit for blood alcohol content at .02% if you are under the legal drinking age of 21.

Massachusetts General Laws Chapter 94C: Section 32L (marijuana possession)

- Notwithstanding any general or special law to the contrary, possession of 2 ounces or less of marijuana shall only be a civil offense, subjecting an offender who is 18 to 21 years of age, inclusive, to a civil penalty of one hundred dollars and forfeiture of the marijuana, but not to any other form of criminal or civil punishment or disqualification.

Massachusetts General Laws Chapter 94C Section 34 (controlled substances possession)

- No person knowingly or intentionally shall possess a controlled substance unless such substance was obtained directly, or pursuant to a valid prescription or order, from a practitioner while acting in the course of his professional practice, or except as otherwise authorized by the provisions of this chapter. Except as provided in Section 32L of this Chapter or as hereinafter provided, any person who violates this section shall be punished by imprisonment for not more than one year or by a fine of not more than one thousand dollars, or by both such fine and imprisonment.

Massachusetts General Laws Chapter 94C Section 34 Section 35 (in the presence of heroin)

- Any person who is knowingly present at a place where heroin is kept or deposited in violation of the provisions of this chapter, or any person who is in the company of a person, knowing that said person is in possession

of heroin in violation of the provisions of this chapter, shall be punished by imprisonment for not more than one year or by a fine of not more than one thousand dollars, or both; provided, however, that the provisions of the third paragraph of section thirty-four relative to probation sealing of the records and repeated violations shall apply to him.

Crime Statistics

How We Compile These Statistics

WPI Police and the Clery Act Coordinator collect the crime statistics disclosed through several various methods.

WPI Police Officers enter all reports of all crime incidents reported directly to the department in an automated case management software program called IMC. Once an Officer enters the report, a department administrator reviews the report to ensure it is appropriately classified in the correct crime category. The Department periodically examines the data to ensure that all crimes that have been reported are recorded in accordance with the crime definitions outlined in the FBI Uniform Crime Reporting (UCR) Handbook and the FBI National Incident Based Reporting System (NIBRS) Handbook (sex offenses only). Any reports of incidents from WPI Police are filed and maintained with the crime statistics for the applicable reporting period.

The Clery Act Coordinator sends an email correspondence to the Worcester Police Department, requesting them to disclose any reports of crimes that may have been reported directly to them and not to WPI Police. The Coordinator examines these reports to ensure that none of the incidents reported by the Worcester Police Department was also reported to the WPI Police to avoid possible double counting.

The Clery Act Coordinator requests local and state police agencies to provide statistics for applicable incidents on or within on campus locations, public property, and non-campus property. In addition, other law enforcement agencies throughout the world where WPI has a presence are contacted to request disclosure of any reports of crimes that have been reported to them.

The Clery Act Coordinator also contacts departments on campus and other individuals with significant responsibility for student and campus activities that may have received reports of crimes that were not reported to WPI Police. They are asked to submit information to the Clery Act Coordinator for compilation.

Statistics are compiled by the Clery Act Coordinator. The Coordinator examines all reports from all the sources to ensure that none of the reports are double counted and to prevent duplication.

For more information on the Clery Act and Crime Statistics, please contact:

Director of Public Safety/Chief of Police

WPI Police Department Founders Hall
100 Institute Road
Worcester, MA 01609

Definitions Used for Clery Reportable Crimes

The FBI's UCR and NIBRS Handbooks have defined the actions for which data was collected as follows:

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.)

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.

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.

Criminal Homicide – Murder and Nonnegligent Manslaughter: The willful (nonnegligent) killing of one human being by another.

Criminal Homicide – Manslaughter by Negligence: The killing of another person through gross negligence.

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.

- i. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- ii. For the purposes of this definition—
 - A. Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - B. Dating violence does not include acts covered under the definition of domestic violence.
- iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Destruction/Damage/Vandalism of Property – To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Domestic Violence

- i. A Felony or misdemeanor crime of violence committed—
 - A. By a current or former spouse or intimate partner of the victim;
 - B. By a person with whom the victim shares a child in common;
 - C. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - D. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
 - E. 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 in which the crime of violence occurred.
- ii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Drug Abuse Violations – The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Hate Crime – A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. For the purposes of this section, the categories of bias include the victim’s actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

Intimidation – To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Larceny – Theft (Except Motor Vehicle Theft) - The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

Liquor Law Violations – The violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transporting, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

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

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

Other Assaults, Simple Not Aggravated – An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers

obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

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.

Sex Offenses – Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Sexual Assault: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting program and included in Appendix A. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is “any sexual act directed against another person, without the consent of the victim, including instances where the victim if incapable of giving consent.”

- Rape is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- Fondling is defined as the touching of the private parts of another person for the purposes 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 incapacity.
- Incest is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape is defined as sexual intercourse with a person who is under the statutory age of consent.

Stalking

- i. 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.
- ii. For the purpose of this definition –

- A. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
 - B. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
 - C. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- iii. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Weapons: Carrying, Possessing, etc. – The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Geography as Defined by the Clery Act

On-Campus defined as: (i) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls; and (ii) Any building or property that is within or reasonably contiguous to the area identified in paragraph (i), that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or retail vendor).

On-campus Student Housing Facility defined as: Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus is considered an on campus student housing facility. This category is a considered a subset of the On Campus category.

Non-Campus Building or Property defined as: (i) Any building or property owned or controlled by a student organization that is officially recognized by the institution;

or (ii) Any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property defined as: all public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfare, or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to the institution's educational purposes and includes all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus. The WPI crime statistics do not include crimes that occur in privately owned homes or businesses within or adjacent to the campus boundaries.

Criminal Offenses Reported to WPI Police

Worcester Polytechnic Institute embraces the philosophy that an informed community is better prepared and becomes a more safety conscious community. The following statistics are provided under the guidelines of the Clery Act. The Clery Act requires the publication of certain crime statistics for the previous three years. If you have any questions regarding these statistics, or if you would like more information about our security services and policies, please contact the office of the Director of Public Safety at 508-831-5533.

CRIME STATISTIC DATA FOR CALENDAR YEARS 2019, 2020, & 2021

WPI has made a reasonable and good faith effort to request and retrieve statistics from all local law enforcement agencies with jurisdiction on or adjacent to the university's identified Clery geography. Reportable Clery crime data received from agencies who responded to these requests are included in the crime statistics contained in this report. Not all of these agencies responded to these requests for crime statistics.

Unfounded Crimes:

If a Clery Act crime is reported as occurring in any of the WPI's Clery Act geographic categories and the reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime is considered

to be “unfounded.” Only sworn or commissioned law enforcement personnel may unfound a crime after a thorough investigative process.

There were no Unfounded Crimes in 2019, 2020, or 2021.

Bias Motivated Incidences and Hate Crime Reporting:

To ensure uniformity in reporting nationwide, the following definitions have been adopted for use in hate crime reporting:

Bias—A preformed negative opinion or attitude toward a group of persons based on their race, religion, disability, sexual orientation, or ethnicity/national origin.

Bias Crime—A criminal offense committed against a person or property which is motivated, in whole or in part, by the offender’s bias against a race, religion, disability, sexual orientation, or ethnicity/national origin; also known as Hate Crime.

There were zero (0) hate crimes reported in 2019

There were two (2) hate crimes reported in 2020

- On-campus, Race, Characterized by Damage/ Destruction of Property
- Public Property, Sexual Orientation, Characterized by Intimidation

There were zero (0) hate crimes reported in 2021

CRIME STATISTIC DATA FOR CALENDAR YEARS 2019, 2020 & 2021

| Primary Crimes | Year | On Campus | Non-campus | Public Property | Total | Residential Facilities*** |
|----------------------------------|------|-----------|------------|-----------------|-------|---------------------------|
| Murder/Nonnegligent Manslaughter | 2021 | 0 | 0 | 0 | 0 | 0 |
| | 2020 | 0 | 0 | 0 | 0 | 0 |
| | 2019 | 0 | 0 | 0 | 0 | 0 |
| Manslaughter by Negligence | 2021 | 0 | 0 | 0 | 0 | 0 |
| | 2020 | 0 | 0 | 0 | 0 | 0 |
| | 2019 | 0 | 0 | 0 | 0 | 0 |
| Rape | 2021 | *4 | *4 | 0 | 8 | *4 |
| | 2020 | **8 | 0 | 0 | **8 | **8 |
| | 2019 | *4 | 2 | 0 | *6 | *4 |
| Fondling | 2021 | 3 | 4 | 0 | 7 | 1 |
| | 2020 | 1 | 0 | 0 | 1 | 0 |
| | 2019 | **1 | 1 | 0 | **2 | 0 |
| Incest | 2021 | 0 | 0 | 0 | 0 | 0 |
| | 2020 | 0 | 0 | 0 | 0 | 0 |
| | 2019 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 2021 | 0 | 0 | 0 | 0 | 0 |
| | 2020 | 0 | 0 | 0 | 0 | 0 |
| | 2019 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 2021 | 0 | 0 | 0 | 0 | 0 |
| | 2020 | 0 | 0 | 2 | 2 | 0 |
| | 2019 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 2021 | 1 | 0 | 0 | 1 | 1 |
| | 2020 | 0 | 0 | 1 | 1 | 0 |
| | 2019 | 0 | 0 | 0 | 0 | 0 |

CRIME STATISTIC DATA FOR CALENDAR YEARS 2019, 2020 & 2021

| Primary Crimes | Year | On Campus | Non-campus | Public Property | Total | Residential Facilities*** |
|---------------------|------|-----------|------------|-----------------|-------|---------------------------|
| Burglary | 2021 | 0 | 0 | 0 | 0 | 0 |
| | 2020 | 1 | 0 | 0 | 1 | 1 |
| | 2019 | 3 | 0 | 0 | 3 | 1 |
| Motor Vehicle Theft | 2021 | 0 | 0 | 0 | 0 | 0 |
| | 2020 | 0 | 0 | 0 | 0 | 0 |
| | 2019 | 0 | 1 | 2 | 3 | 0 |
| Arson | 2021 | 2 | 0 | 0 | 2 | 2 |
| | 2020 | 0 | 0 | 0 | 0 | 0 |
| | 2019 | 0 | 0 | 0 | 0 | 0 |

* One reported rape occurred in 2017 and reported in 2019. * One reported rape occurred in 2018 and reported in 2019.

** One reported fondling occurred in 2016 and reported in 2019.

*** One reported rape occurred in 2016 and reported in 2020. One reported rape occurred in 2017 and reported in 2020. One reported rape occurred in 2018 and reported in 2020.

*** Crimes reported in Residential Facilities are included in the On-Campus category

* 1 incident of Rape occurred in summer of 2020 but reported in 2021

| Arrests and Referrals for Disciplinary Action | Year | On Campus | Non-campus | Public Property | Total | Residential Facilities*** |
|---|------|-----------|------------|-----------------|-------|---------------------------|
| Weapons Law Violation Arrests | 2021 | 0 | 0 | 0 | 0 | 0 |
| | 2020 | 0 | 0 | 0 | 0 | 0 |
| | 2019 | 0 | 0 | 0 | 0 | 0 |
| Drug Law Violation Arrests | 2021 | 0 | 0 | 0 | 0 | 0 |
| | 2020 | 0 | 0 | 0 | 0 | 0 |
| | 2019 | 0 | 0 | 0 | 0 | 0 |
| Liquor Law Violation Arrests | 2021 | 0 | 0 | 0 | 0 | 0 |
| | 2020 | 0 | 0 | 0 | 0 | 0 |
| | 2019 | 0 | 1 | 0 | 1 | 0 |
| Weapons Law Violation Referrals for Disciplinary Action | 2021 | 0 | 0 | 0 | 0 | 0 |
| | 2020 | 0 | 0 | 0 | 0 | 0 |
| | 2019 | 0 | 0 | 0 | 0 | 0 |
| Drug Law Violation Referrals for Disciplinary Action | 2021 | 4 | 0 | 0 | 4 | 4 |
| | 2020 | 10 | 0 | 1 | 11 | 9 |
| | 2019 | 4 | 0 | 0 | 4 | 4 |
| Liquor Law Violation Referrals for Disciplinary Action | 2021 | 49 | 0 | 0 | 49 | 34 |
| | 2020 | 31 | 0 | 1 | 31 | 31 |
| | 2019 | 116 | 0 | 1 | 117 | 114 |

*** Crimes reported in Residential Facilities are included in the On-Campus category

| VAWA Offenses | Year | On Campus | Non-campus | Public Property | Total | Residential Facilities*** |
|-------------------|------|-----------|------------|-----------------|-------|---------------------------|
| Domestic Violence | 2021 | 1 | 0 | 0 | 1 | 1 |
| | 2020 | *2 | **1 | 0 | 3 | *1 |
| | 2019 | 0 | 0 | 0 | 0 | 0 |
| Dating Violence | 2021 | 1 | 0 | 0 | 1 | 1 |
| | 2020 | 0 | 0 | 0 | 0 | 0 |
| | 2019 | 0 | 0 | 0 | 0 | 0 |
| Stalking | 2021 | 2 | 0 | 0 | 2 | 0 |
| | 2020 | 3 | 0 | 0 | 3 | 2 |
| | 2019 | 1 | 0 | 0 | 1 | 1 |

* One incident of Domestic Violence occurred in 2018 and was reported in 2020.

** One incident of Domestic Violence occurred at a hotel used by WPI students during domestic travel.

*** Crimes reported in Residential Facilities are included in the On-Campus category

Annual Fire Safety Report and Statistics

Fire Safety and Residence Halls

The WPI Police and Facilities Services departments work closely with the Worcester Fire Department to ensure that the university is in compliance with applicable fire and life safety codes and standards. Egress drills and educational training programs in fire safety and prevention are available to all students, faculty, and staff. All WPI community members are encouraged to report any smoke or fire related incident immediately to the WPI Police.

Residence Hall Fire and Suppressions Systems

All on-campus residential buildings are equipped with fire alarm and sprinkler systems which are mandated by state, local, and fire safety codes. The fire alarm systems in all on-campus residential facilities consist of audible horns and strobes. All alarms are remotely monitored at the WPI Police Department through the WPI's campus wide alarm monitoring systems. On-campus residence halls are also equipped with fire rated smoke/fire doors dictated by the fire safety codes which impedes the spread of smoke and fire. In the residence halls that have a suite or apartment format, the fire rated door is the door that opens to an adjacent hallway. Regular and frequent inspections are conducted by WPI Police, Residential Services, Facilities personnel, and approved contractors who immediately report fire hazards within the residence halls along with recommended and prompt solutions.

WPI on-campus housing consists of a variety of configurations, including traditional dormitory style buildings, former houses converted to residential housing, apartments/townhouses, and apartment style facilities. Each facility is equipped with the fire and life safety systems required by the building codes, and fire safety equipment is reviewed regularly.

During the 2020-2021 and 2021-2022 academic years, the Hampton Inn located at 65 Prescott Street Worcester, Massachusetts, was used for residential student housing. The Hampton Inn is equipped with fire alarm and sprinkler systems which are mandated by state, local, and fire safety codes. Emergency pull stations are located at every entry/exit and at various points throughout the property. Every guest room is equipped with a smoke detector. Co2 detectors are located on every level of the building. Sprinkler system and fire extinguishers are located throughout the building as mandated by law. Any alarm triggered is monitored by our alarm company and Worcester Fire Department is then dispatched.

Policies on rules for portable electrical appliances, smoking and open flames in on-campus residence halls

There are a limited number of appliances permitted in the residence halls, and it does vary by location. Certain cooking appliances are prohibited in traditional dormitory style rooms but may be permitted in the apartment style facility. All appliances must bear the UL certified label. For a detailed list of [approved appliances](#) please refer to

the Residential Services website. Smoking or the use of candles, incense or other open flames in residence halls is strictly forbidden.

Fire Safety Education and Evacuation Procedures for Student Housing

The subject of fire safety is one that is taken very seriously at WPI. WPI works closely with our students and Residential Services staff to educate them on fire safety. The Residential Services staff is educated during Resident Assistant training in the fall and winter and are provided with informational handouts and materials to educate themselves as well as residents throughout the year. Resident Assistants discuss fire safety with residents at initial floor meetings in the fall and review evacuation routes and assembly areas.

Updates and information are shared through electronic means such as email, and various social media platforms to give student residents additional educational information regarding fire safety. There is an annual review of the campus evacuation plan by officials of the WPI Emergency Preparedness Team and Residential Services professional staff. The Residential Services Staff conducts scheduled Health and Fire Safety Inspections each academic term. The purpose of the inspection is to inspect student rooms for health and fire safety violations, security concerns, damage, and other violations of University policies. The inspections are designed to seek out and correct potentially hazardous situations to protect the health, safety, and general welfare of community members. Students will be notified in writing of any violations found during an inspection and will be required to remove/eliminate the identified safety hazard. Other violations of WPI policies observed during the inspection will also be documented and followed up on.

WPI conducts fire drills annually and has clearly marked all fire alarm pull stations on the residential floors. Pull stations can be activated by pulling the red alarm handle. Alarms will be set off if a smoke or heat detector is activated. The alarm will ring continuously until the building has been cleared. WPI Police and/or building staff will notify residents of the "all clear" to reenter the building. All residence halls are equipped with smoke and/or heat detectors. The detectors will set off the building alarm and appropriate staff will respond.

Note: Due to COVID-19 restrictions and mitigation strategies there were no emergency evacuation drills conducted in the Spring of 2020.

Procedures Students and Employees Should Follow in Case of a Fire

- Activate the fire alarm system by pulling a fire alarm station on your way out of the building.
- If time permits, stabilize lab procedures, turn off stoves and ovens, and unplug or disable any device that could make a dangerous situation even worse.
- Leave the building via the nearest exit. Warn others as you leave.
- Do not use elevators.
- Feel doors before opening; if door is hot, don't open it.
- Close doors and windows as you leave if safe to do so.
- Report the fire to WPI Police by calling (508) 831-5555 once outside.
- If trapped, keep the doors closed and place cloth under them to keep out smoke. Signal for help by hanging an object (e.g., such as a jacket or shirt) out of the window to attract attention.
- Remain at least five hundred (500) feet outside of the building and await further instructions. Keep roadways open and beware of approaching emergency vehicles. Notify emergency responders of anyone trapped, especially anyone with a physical disability who cannot evacuate.
- Do not go back in the building for any reason until an authorized university official deems it safe to re-enter.
- If your clothes catch fire remember STOP, DROP & ROLL. Rolling can help smother the flames.

Student Housing Evacuation Procedures in Case of a Fire

At the first indication of a fire, whether it is a persistent smoke or fire alarm, smoke, or flames, follow the procedures outlined below.

- **Sound the alarm:** Sound the alarm, if available as soon as you find or suspect a fire. Wake up everyone in the room, apartment, or area. Warn other occupants -- knock on doors and shout as you leave.
- **Dress:** If time permits, take a jacket and shoes, and a towel to cover your face.

- **To survive a fire:** If you get caught in smoke, get down and crawl. Cleaner, cooler air will be near the floor. Feel any door before opening it. If it is cool, brace yourself against the door and open it slightly. If trapped by heat or heavy smoke, close the door, and stay in the room. Stay next to windows so that fire fighters can get to you quickly-- help is on the way. Do not jump!
- **If you are trapped:** Keep the doors closed. A closed door can protect you from fire, heat, and smoke elsewhere in the building. Seal cracks and vents from incoming smoke. Do not break your window with a chair or other objects; this may draw smoke into the room.
- **Signal for help:** Stay where you are and hang something like a sheet or shirt from the window to attract the fire department's attention. Call Campus Police (x5555) and give them your building name and room number.
- **Check the hallway:** If the hallway is relatively clear of smoke, close your door behind you and proceed to the nearest exit as quickly as possible. If heat, fire, or smoke blocks the nearest exit, stay low and go to another exit. Use exit stairs, not elevators. Elevator shafts may fill with smoke, or the power may fail, leaving you trapped. Stairway fire doors will keep out fire and smoke if they remain closed and will help protect you until you are outside.
- **If you are on fire:** If your clothes catch on fire, Stop, Drop and Roll wherever you are. Rolling can help smother the flames.
- Once outside, **proceed to the designated assembly area** for your residence hall, and away from the building and doors.
- **Students with physical disabilities:** In case of fire drill/ fire or other emergencies limiting elevator use, a person using a wheelchair/scooter should go to the nearest, safe stairwell to await assistance and two people should accompany them. One person should stay with them in the stairwell, while the other should leave to inform the proper authorities (Campus Police, emergency, or firefighting personnel) of the location of the individual. Campus Police, emergency or firefighting personnel will immediately come and assist the individual out of the building.

Fire Response in On-Campus Residential Facilities

An activation of the University's automated fire alarm, or upon the report by a person(s) observation of smoke or

fire, will result in an immediate response by WPI Police and the Worcester Fire Department to investigate the cause of the alarm. The incident is logged, and a report is generated. The WPI Facilities Manager is also notified and adheres to proper protocols by investigating and rectifying any concerns or necessary repairs.

Reporting Fires

Per federal law, WPI is required to annually disclose statistical data on all fires that occur in on-campus student housing facilities. Therefore, if you encounter a live fire in one of these facilities, you should immediately get to a safe place, then call WPI Police at 508- 831-5555. Once the emergency has passed, you should notify WPI Police at 508-831- 5433 to investigate and document the incident for disclosure in the University's annual fire statistics.

If a member of the WPI community finds evidence of a fire that has been extinguished, and the person is not sure whether WPI Police has already responded, the community member should immediately notify WPI PD at 508-831-5433 to investigate and document the incident for disclosure in the University's annual fire statistics.

Plans for Improvement to Fire Safety

The university does not have any planned improvements in fire safety at this time.

Fire Log

The WPI Police Department maintains and makes available a daily fire log of all fires occurring on-campus within student housing facilities. Reported fires include fires that are already extinguished as well as those discovered while burning. They include emergency situations involving fires that necessitate a call to 911 for fire department assistance as well as minor fires, such as trash cans fires. Fires can be reported by anyone and are reportable regardless of the individual's association with the institution. In addition, any student housing fire that is reported to any official at WPI must be documented.

A record of all fires in on-campus residence halls is maintained by WPI Police Department in the combined Crime/Fire log and is available for public viewing at the WPI Police Station, located in the lower level of Founders Hall, 26 Boynton Street Worcester, Massachusetts 01609, during normal business hours.

Fire Prevention Matrix and Fire Safety Statistical Data

A matrix of WPI's residence halls and the steps that are taken to address fire prevention is included on the following page. After the Fire Prevention Matrix, the Fire Safety Statistical Data for 2019, 2020, and 2021 for WPI's residence halls can be found.

Fire Prevention Matrix for Calendar Years 2019, 2020 and 2021

| WPI Residence Halls | Fire Alarm Monitoring by Simplex & WPI Police | Fire Suppression System | Smoke Detection | Fire Extinguishers | Evacuation Plans in Rooms | Number of fire drills each year**** |
|--|---|-------------------------|-----------------|--------------------|---------------------------|-------------------------------------|
| Elbridge House 16 Elbridge St. | Yes | Yes | Yes | Yes | Yes | 2 |
| Schussler House 22 Schussler Rd. | Yes | Yes | Yes | Yes | Yes | 2 |
| Trowbridge House 25 Trowbridge Rd. | Yes | Yes | Yes | Yes | Yes | 2 |
| Hackfeld House 26 Hackfeld Rd. | Yes | Yes | Yes | Yes | Yes | 2 |
| Daniels Hall 82 Institute Rd. | Yes | Yes | Yes | Yes | Yes | 2 |
| East Hall 30 Boynton St. | Yes | Yes | Yes | Yes | Yes | 2 |
| Ellsworth Apartments 87 Institute Rd. | Yes | Yes | Yes | Yes | Yes | 2 |
| Faraday Hall 10 Faraday St. | Yes | Yes | Yes | Yes | Yes | 2 |
| Founders Hall 26 Boynton St. | Yes | Yes | Yes | Yes | Yes | 2 |
| Fuller Apartments 79 Institute Rd. | Yes | Yes | Yes | Yes | Yes | 2 |
| Institute Hall 12 Boynton St. | Yes | Yes | Yes | Yes | Yes | 2 |
| Morgan Hall 90 Institute Rd. | Yes | Yes | Yes | Yes | Yes | 2 |
| Riley Hall 74 Institute Rd. | Yes | Yes | Yes | Yes | Yes | 2 |
| Stoddard A 23 Einhorn Rd. | Yes | Yes | Yes | Yes | Yes | 2 |
| Stoddard B 95 Institute Rd. | Yes | Yes | Yes | Yes | Yes | 2 |
| Stoddard C 32 Hackfeld Rd. | Yes | Yes | Yes | Yes | Yes | 2 |
| WPI Townhouses* 79 Park Ave. | Yes | Yes | Yes | Yes | Yes | 2 |
| Messenger Hall** 200 West St. | Yes | Yes | Yes | Yes | Yes | 2 |
| Hampton Inn*** 65 Prescott St. | Yes | Yes | Yes | Yes | Yes | 1 |
| Marston A***** 7 Marston Way | Outside Alarm Company | Yes | Yes | Yes | Yes | 2 |
| Marston B**** 4-6 Marston Way | Outside Alarm Company | Yes | Yes | Yes | Yes | 2 |
| William House***** 62-64 William Street | Outside Alarm Company | Yes | Yes | Yes | Yes | 2 |

* WPI Townhouses – These residences were formally named Salisbury Estates. They are located away from the main campus at 79 Park Avenue. In 2020 these townhouses were renamed the WPI Townhouses.

** Messenger Hall opened for student occupancy in August 2018

*** Hampton Inn was open for student occupancy in starting in August 2020 for the 2020-2021 academic year and the 2021-2022 academic year

**** Due to COVID-19 restrictions and mitigation strategies there was no emergency evacuation drills conducted in the Spring of 2020.

***** Marston A, B and Williams St Residences are located away from the main campus and were occupied starting in August 2021

Fire Safety Statistical Data for Calendar Years 2019 and 2020

| WPI Residence Halls | Total Fire Incidents | Number of Fire(s) | Date of Fire | Date and Time of Fire | Cause of Fire* | Value of Property Damage Caused by fire | Number of injuries that required medical treatment | Number of Deaths related to a Fire |
|---------------------------------------|----------------------|-------------------|--------------|-----------------------|----------------|---|--|------------------------------------|
| Elbridge House 16 Elbridge St. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Schussler House 22 Schussler Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Trowbridge House 25 Trowbridge Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Hackfeld House 26 Hackfeld Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Daniels Hall 82 Institute Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| East Hall 30 Boynton St. | 1 | 1 | 6/21/2019 | 6:20 pm | UI | 0 | 0 | 0 |
| Ellsworth Apartments 87 Institute Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Faraday Hall 10 Faraday St. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Founders Hall 26 Boynton St. | 1 | 1 | 09/14/2020 | 9:07pm | UI | 0-\$99 | 0 | 0 |
| Fuller Apartments 79 Institute Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Institute Hall 12 Boynton St. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Morgan Hall 90 Institute Rd. | 1 | 1 | 02/27/2020 | 1:57am | UI | 0-\$99 | 0 | 0 |
| Riley Hall 74 Institute Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Stoddard A 23 Einhorn Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Stoddard B 95 Institute Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Stoddard C 32 Hackfeld Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| WPI Townhouses* 79 Park Ave. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Messenger Hall** 200 West St. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

I) Intentional, (UI) Unintentional, (UD) Undetermined

** Messenger Hall opened for student occupancy in August 2018

Fire Safety Statistical Data for Calendar Year 2021

| WPI Residence Halls | Total Fire Incidents | Number of Fire(s) | Date of Fire | Date and Time of Fire | Cause of Fire* | Value of Property Damage Caused by fire | Number of injuries that required medical treatment | Number of Deaths related to a Fire |
|--|----------------------|-------------------|--------------|-----------------------|----------------|---|--|------------------------------------|
| Elbridge House 16 Elbridge St. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Schussler House 22 Schussler Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Trowbridge House 25 Trowbridge Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Hackfeld House 26 Hackfeld Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Daniels Hall 82 Institute Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| East Hall 30 Boynton St. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Ellsworth Apartments 87 Institute Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Faraday Hall 10 Faraday St. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Founders Hall 26 Boynton St. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Fuller Apartments 79 Institute Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Institute Hall 12 Boynton St. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Morgan Hall 90 Institute Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Riley Hall 74 Institute Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Stoddard A 23 Einhorn Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Stoddard B 95 Institute Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Stoddard C 32 Hackfeld Rd. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| WPI Townhouses* 79 Park Ave. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Messenger Hall** 200 West St. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Hampton Inn*** 65 Prescott St. | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Marston A***** 7 Marston Way | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Marston B**** 4-6 Marston Way | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| William House***** 62-64 William Street | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

* (I) Intentional, (UI) Unintentional, (UD) Undetermined

** In 2020 the Salisbury Estates townhouses were renamed the WPI Townhouses.

*** Hampton Inn was open for student occupancy in starting in August 2020 for the 2020-2021 academic year and the 2021-2022 academic year

**** Marston A, B and Williams St Residences are located away from the main campus and were occupied starting in August 2021