

WPI is committed to providing a learning, living, and working environment free from gender-based discrimination and sexual misconduct. It expresses the community's expectations in the **Interim Title IX & Sexual Misconduct Policy**. Under this policy, **all WPI employees** (except Confidential Resource Advisors) who learn of information about sexual misconduct involving students are **required to immediately report such information to the Equal Opportunity & Outreach Office**. This allows WPI to offer a range of resources, supportive measures and options to impacted students.

DEFINITIONS

- **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.
- **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.
- **Relationship Violence** means physical, sexual, psychological, verbal and/or emotional behavior that serves to exercise control and power in an intimate relationship.
- **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.
- **Stalking** 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.
- **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 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.

What Resources are Available?

- **Student Development & Counseling Center:** 508-831-5540; sdcc@wpi.edu
- **Student Health Services:** 508-831-5520; healthcenter@wpi.edu
- **Pathways for Change Rape Crisis Center:** 800-870-5905 (24/7 hotline)
- **YWCA Daybreak:** 508-755-9030 (24/7 hotline)

What to Do

- Listen without judgement and be as supportive as possible. *"I'm sorry this happened. I appreciate you confiding in me." "It took a lot of courage to tell me this." "You are not alone. I care about you, and I am here to listen and help in any way I can."*
- Early in the conversation, when appropriate, inform the student of your duty to report this disclosure to the Equal Opportunity & Outreach Office and strongly encourage the student to do the same. *"I know this was hard to share with me. I am required to report this to the EOO Office, an office that can help. I strongly encourage you to make a report to their office as well. I can sit with you while you write the email or walk with you to the EOO Office, if you would like."*
- Avoid asking for specific details such as names, dates, times and/or more information than the student is willing to share at the time.
- Assure the student that WPI takes these matters very seriously and resources and supportive measures are readily available.

How to Make a Report:

To make a report to the EOO Office, send an email to **TitleIX@wpi.edu**

Reporting to Law Enforcement
WPI Police - 508-831-5555
Worcester Police - 508-799-8466
MA State Police - 508-829-8410

★ If the student reports being in immediate danger, please contact WPI Police or call 911

Supportive Measures May Include:

- No-contact orders
- Deadline extensions
- Reassignment of housing
- 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

What Happens Next?

- Once a report has been made to the EOO Office, the Title IX Coordinator will reach out to the student(s) involved to see if they are willing to meet to discuss the grievance process and supportive measures.
- Usually, the student takes some time to process and will meet with the Title IX Coordinator again once they have decided how they would like to proceed.
- If a formal complaint is filed, the respondent is notified, and the grievance process can begin.