Who is WPI's Title IX Coordinator?
Melissa Pierce, mapierce@wpi.edu, 1-508-831-6514

Does Title IX or the WPI Sexual Misconduct Policy force victims/survivors to share their experience with WPI Administration or pressure them to pursue disciplinary action?
No. The person who experienced a violation will always retain control over who to talk to and what level of information to share. We will never force a survivor-victim to share the details of their experience, but when a report of sexual misconduct is shared with the Title IX Coordinator, we have a legal duty to follow up on the report to determine the appropriate response under Title IX. An initial assessment regarding, among other things, the nature of the report, the safety of the individual and of the broader campus community, and the complainant’s expressed preference for resolution will be completed before any formal action is taken. No one is pressured to pursue a specific course of action. In planning any response, the wishes of the reporting person are given full consideration.

Is the only avenue I have for recourse a disciplinary process?
Not necessarily. Following the initial assessment, WPI may seek a remedies-based resolution that does not involve disciplinary action against a respondent. A remedies-based resolution may include interim protective measures, such as a no-contact order, academic accommodations, or housing modifications. It may also include targeted or broad-based educational training. In some cases, a remedies-based resolution is not appropriate based on the facts and circumstances of the sexual misconduct (for example, conduct that presents an ongoing threat to an individual or to the broader community).

Will the Title IX Team be sensitive to the needs of victims/survivors?
The Title IX staff intentionally work to create a compassionate, sensitive environment to address the issues; offer an unbiased and transparent system for gathering facts; and connect all community members with appropriate support and resources.

Is there a time limit for making a report?
There is no time limit for making a report, but a delay in reporting may affect WPI’s ability to respond effectively. WPI encourages reporting an incident as soon as possible.
If the respondent is no longer a student or employee, WPI may not be able to take action against the Respondent, but may be able to offer accommodations and take other remedial measures.

**Does the WPI Sexual Misconduct policy cover student complaints of sexual misconduct against employees?**

**Does the WPI Sexual Misconduct policy cover employee complaints of sexual misconduct against a student?**

Yes, the Policy is designed so that every member of the community has the same rights and responsibilities, and the process is the same regardless of who the complainant or respondent may be.

**If a complainant reports sexual misconduct or harassment can the complainant remain confidential?**

Probably. WPI has a legal duty to follow up on such a report to determine whether sexual misconduct occurred and if so, to take appropriate action to ensure that the sexual misconduct/harassment ends. An initial assessment regarding, among other things, the nature of the report, the safety of the individual and of the broader campus community, and the complainant’s expressed preference for resolution will be conducted. An employee or student complainant may request confidentiality. WPI must balance that request with its obligation to provide a safe, non-discriminatory environment. In some instances, that may mean that it is not be possible to provide complete confidentiality to the employee or student complainant.

If a complainant reports the incident to a confidential resource, the confidential resource will not take any action and will maintain the employee’s confidentiality, but will advise the employee of their options. A private (but not confidential) resource such as a Human Resources staff member must report and take action if an employee discloses they have been sexually harassed. The Complainant will not be required to participate in the process as a prerequisite to any WPI proceeding.

**I was sexually assaulted while studying aboard. The person who did it has no connection to WPI. Is there any point in reporting this to WPI?**

Yes. Even though the grievance process cannot be followed, the Title IX Coordinator will take steps to provide appropriate support services to you, notifying you of your right to pursue other courses of action (filing a complaint at the respondent’s school, if applicable, or filing a police report), and take other steps to protect you and the community.

**If there is a sexual history between the complainant and the respondent, can it still be sexual assault?**

A previous sexual history does not equate to consent during the time of the alleged event. The Judicial Panel, as finder of fact in the grievance procedure, will not be permitted to hear evidence about the complainant’s prior sexual conduct with anyone other than the respondent.
Can International students report?
Yes. These individuals will go through the same reporting process as a domestic student and have the same rights.

What if I cannot find an answer to my question on this page or the Title IX website?
You can direct any additional questions to Melissa Pierce, Title IX Coordinator, mapierce@wpi.edu, 1-508-831-6514, or to one of the following deputies:

Deputy Title IX Coordinators

For students Emily Perlow, Assistant Dean of Students, 1-508-831-5201, eperlow@wpi.edu

For Global Projects Anne Ogilvie, Executive Director, Global Projects Program 1-508-831-4944, atogilvie@wpi.edu

For staff Kristan Coffey, Associate Director of Talent and Human Resources 1-508-831-4680, kecoffey@wpi.edu

For faculty Arthur Heinricher, Dean of Undergraduate Studies 1-508-831-5397, heinricher@wpi.edu

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