WHAT IS SEXUAL MISCONDUCT?
Any unwelcome or prohibited conduct of a sexual nature is in violation of UMMS policy. Conduct can range from harassment and hostility to assault and other forms of violence.

WHO SHOULD REPORT?
All faculty, postdocs, residents, administration/managers, staff, students, volunteers or guest(s) on campus regardless of gender are protected. Any UMMS community member or guest can report. Designated Campus Security Authorities (CSAs) have a special obligation to report sexual assault or violence.

OPTIONS FOR REPORTING

<table>
<thead>
<tr>
<th>Option</th>
<th>Resources/Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Report Confidentially</td>
<td>Faculty, Post Docs, Staff: contact EAP  Residents: House Officer Student Counseling Service  Students: contact Student Counseling Center</td>
</tr>
<tr>
<td>Report to CSAs/Responsible Employee See list at <a href="http://www.umassmed.edu/dio/care">www.umassmed.edu/dio/care</a></td>
<td>Complaint will be forwarded to the Title IX Officer or the Director EEO</td>
</tr>
<tr>
<td>Report directly to Title IX Officers</td>
<td>See contact information below</td>
</tr>
<tr>
<td>Report to Campus Police (mandatory for assault/violence involving minors)</td>
<td>Campus Police will investigate and encourage reporting to Title IX Officer</td>
</tr>
</tbody>
</table>

ESSENTIAL INFORMATION TO OBTAIN AND PROVIDE

✓ Name of Reporter (target of misconduct) and name of Respondent (person accused of misconduct)
✓ Location of incident(s)
✓ Description of what occurred
✓ What resources, assistance or accommodation provided to Reporter
✓ Whether confidentiality is desired by the reporter.
✓ See www.umassmed.edu/dio/care

CONTACT INFORMATION

<table>
<thead>
<tr>
<th>Diversity and Inclusion Office</th>
<th>Campus Safety and Police</th>
<th>Confidential Reporting</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title IX Officer:  Carla Carten, Ph.D.  <a href="mailto:Carla.Carten@umassmed.edu">Carla.Carten@umassmed.edu</a>  Phone: 508.856.2179  Room S1-710  Director EEO &amp; Title IX Deputy:  Jesse Edwards  <a href="mailto:Jesse.edwards@umassmed.edu">Jesse.edwards@umassmed.edu</a>  Phone: 508.856.2179  Room S1-710</td>
<td>UMASS Medical School  Department of Public Safety (508) 856-3296  Worcester Police Department (508) 799-8466  Shrewsbury Police Department (508) 845-4681 (South Street)</td>
<td>EAP 800-322-5327  Student Counseling 508-856-3220  House Officer Student Counseling Services  Phone 508-334-2149  Pathways for Change: 1-800-870-5905</td>
</tr>
</tbody>
</table>
Quick Reference: Reporting Sexual Misconduct

Information & Resources
See www.umassmed.edu/dio/care/

UMMS policies regarding Sexual Conduct can be found at http://www.umassmed.edu/dio/equal-opportunity/

Important Terms and Definitions

Complaint: A report of conduct in violation of UMMS policy made to a UMMS official

Reporter: The individual(s) who was the target of misconduct

Campus Security Authority: Designated employees with a legal obligation to report criminal acts that occur in educational locations including acts of sexual harassment and violence

Consensual Relationship: A romantic or sexual relationship in which consent for communication or contact of a sexual nature has been given without threats, coercion or physical force.

Consent: Permission for communication and or contact of a sexual nature given freely, actively and knowingly using mutually understandable, unambiguous words or actions. A person is unable to give consent when incapacitated, threatened verbally or physically or threatened with job or course grade or evaluation consequences for not agreeing to a sexual act or tolerating sexual harassment

Mandatory Reporter: All students, faculty, staff, post docs, residents, volunteers and guests must report any sexual misconduct involving minors (individuals under the age of 18)

Respondent: The individual who must answer to a claim of sexual discrimination, harassment, violence or any other violation of UMMS policy.

Responsible Employee (RE): Designed employees with the authority to redress harassment and have the duty to report harassment or other types of misconduct to appropriate officials. All Campus Security Authorities (CSAs) are Responsible Employees

Retaliation: Action(s) targeted toward an individual(s) who, reasonably and in good faith, files a complaint, participates in the investigation or resolution of a discrimination or harassment complaint or otherwise demonstrates opposition to a discriminatory practice or policy

Sexual Misconduct: Any conduct of a sexual nature directed at an individual due to their gender or perceived gender

Sexual Violence: Sexual misconduct involving sexual assault, dating and domestic violence and stalking