

The University strives to eliminate sexual misconduct on campus, prevent its occurrence, and address its effects.

### Purpose

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regarding sexual misconduct, and to inform students and employees who experience sexual violence about procedures to follow after a sex offense has occurred. In this notice, the term "sexual misconduct" defined below, includes sexual harassment and sexual violence and the term "sexual violence" (or "sex offenses") is deemed to include sexual assault, domestic and dating violence, and stalking. The University's detailed policies with respect to sexual misconduct can be found in the [Title IX Harassment Policy](#), which addresses conduct that falls within the scope of Title IX of the Education Amendments of 1972, and for non-Title IX conduct, the University's [Discriminatory Harassment Policy](#) (addressing sexual harassment complaints against faculty and staff, primarily) and the [Student Sexual Misconduct Policy](#) (addressing sexual misconduct complaints against Boston College students). The Boston College Sexual Assault Network (SANet) is a primary, confidential resource for students who have been affected by sexual misconduct; employees may seek confidential assistance from the Faculty/Staff Assistance Program, which includes the services of a confidential resource provider, reachable at (617) 552-3340. For more information on the services and resources provided by SANet and the Boston College Police Department, please visit the following websites:

intercourse with a person and compelling such person to submit by force and against his/her will, or compelling such person to submit by threat of bodily injury.

. Under Massachusetts law, consent for sexual activity cannot be obtained from an individual who is incapable of giving consent because the person: has a mental, intellectual, or physical disability; or is under the legal age to give consent (16 in Massachusetts); or is asleep, unconscious, physically helpless; or otherwise incapacitated, including through the consumption of alcohol or drugs.

. Under Massachusetts law, the definition of "domestic abuse" includes domestic violence and dating violence. Do92 reW<sup>h</sup>BT/F3 11 Tf100000912 ↵

and other misconduct

health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other available services. A list of available on- and off- campus resources, many of which are available to students and employees, is included in the [Student Sexual Misconduct Policy](#).

If a crime is considered to represent a serious danger or ongoing threat to members of the Boston College community, the Boston College Police will disseminate a timely warning.

### Adjudication Processes

The University's processes for adjudicating complaints of alleged sexual misconduct

[Leave Policy](#) or under another available leave policy (such as a paid or unpaid medical or personal leave). Employees who need time off to address issues related to domestic violence or other sexual misconduct are encouraged to consult with their supervisor or the Benefits Director to determine what, if any, leave may be available to them

### Confidentiality

The University respects the privacy interests of students and employees who report incidents of sexual misconduct, and will protect the confidentiality of the individuals involved to the fullest extent possible. In responding to an affected student or employee's requests for academic, living, or working

Exhibit A

SEXUAL MISCONDUCT PREVENTION,  
TRAINING, AND EDUCATION PROGRAMS

The University's multifaceted education and prevention efforts include programming, initiatives,

*Alcohol and Drug Education* is an educational program that helps students better understand the relationship between alcohol and drug use and sexual assault perpetration and victimization. The program uses evidence-based research to decrease abuse during periods of peak activity throughout the academic year.

*Health Coaching Initiative* is an effort by the Office of Health Promotion that includes student-led presentations on promoting skill-building and values to foster healthy interpersonal and romantic relationships. These presentations are provided upon request to any students or groups in the Boston College undergraduate community.

*You Are Not Alone* is a comprehensive guide to the University's sexual misconduct reporting options, policies, and resources on and off campus, made available to students in print and on-line.

## II. EMPLOYEES

The University offers a variety of training and education programs to employees intended to help





spaces, including lounges, bathrooms, bulletin boards, resident assistant and resident director doors, and are embedded in electronic communications from Residential Life staff to sophomore students.

*Parent Orientation Initiative:* A one-page information sheet for parents of first year students is distributed at all orientation sessions. This guide provides an overview of Title IX and sexual misconduct, describes the University's education and prevention programs for first year students, lists on- and off-campus resources, and provides contact information for the Student Affairs Title IX Coordinator.