

Annual Security Report

LABOURÉ COLLEGE

UPDATED FALL 2020

Annual Security Report Labouré College Fall 2020

The Annual Security Report of Labouré College is collaboratively prepared by the Assistant Vice President of Student Affairs with the assistance of the Public Safety Manager, and the Senior Management team. Crime statistics are gathered from the Public Safety Office at Labouré College and from the Milton Police Department and reported out annually, per the U. S. Department of Education, in the Campus Public Safety Statistics Website.

College Policies, Practices, and Student Resources

Health and Safety Requirements

Background Checks

All students registered for any class at the College, on-campus or online, need to submit to a Criminal Offender Record Information (CORI) background check. Students registered for a clinical course, or a course with a professional practice experience involving the care of minors, will undergo a Sex Offender Record Information (SORI) background check prior to the start of the course. Students may be required to undergo additional background checks, in accordance with affiliation agreements between the College and sites to which they are assigned.

Health Compliance Deadlines

Massachusetts Department of Public Health (105 CMR 220.000) requires students to provide evidence of necessary immunizations within thirty days of registering for courses or clinicals.

General Student Health Policy

Students engage in proper health maintenance activities so-as-to function safely and effectively in the class, lab, clinical, or professional practice experience. The Centers for Disease Control and Prevention (CDC) advises students to stay home if they are sick. Students should stay at home until at least twenty-four hours after their symptoms have disappeared.

If a student develops a health condition or illness that results in time away from class, lab, clinical, or professional practice experience, or if his or her condition warrants dismissal, the following shall occur at the discretion of the Divisional Chairperson, Clinical and Compliance Director, and/or the Vice President of Academic Affairs. The student will be required to submit a health clearance letter from his or her healthcare provider (MD, DO, NP, PA-C) that states the student “may return with ‘no restrictions’ to class, lab, clinical, or professional practice experience.”

Responsible Parties: Office of Human Resources/Health & Safety Records Coordinator/ Division Chairpersons

Announcements and Communication

Announcements to students are included in the *Student Newsletter*, which is sent to each student’s email account. Students can also receive announcements on the College’s Facebook page:

- Facebook.com/LaboureCollege

In the event of emergency, such as school closure, the College website www.laboure.edu will also include a banner announcement.

My.laboure.edu is used to archive past student newsletters and announcements. If students wish to make announcements to the College community, they can contact the Assistant Director of Marketing at Carolyn_Bird@laboure.edu or (617) 322-3524.

As of Fall 2017 semester, the College implemented a mobile involvement app entitled “I am Labouré” for download on smart phones and tablets at no cost to students and employees. The app provides instant access to Public Safety and safety policies and procedures and emergency information.

Responsible Parties: Assistant Director of Marketing/Assistant Vice President of Student Affairs

Cancellation of Classes

Announcements about class cancellations due to inclement weather will be broadcast by the following radio stations:

- WBZ 1030 AM Channel 4 TV
- WRKO 680 AM Channel 7 TV
- WCVB Channel 5 TV

All students and employees are notified of cancellations by email. Cancellations will also be announced at 617-296-8300, extension 4, and posted on laboure.edu and on the Labouré College Facebook page.

The College provides a text messaging alert system (Emergency Omni Text Messaging Alert System) to notify students and staff of school closures and emergencies. Students and employees simply text LABOURE to 79516 to opt-in to this program. Texts will only be sent in the case of snow or other emergencies/situations identified as a serious threat to students and employees.

Responsible Parties: Assistant Vice President of Student Affairs/Facilities Manager/Public Safety Manager/Vice President of Enrollment Management

Campus Public Safety Data

The Jeanne Clery Disclosure of Campus Public Safety Policy and Campus Crime Statistics Act require colleges and universities in the United States to disclose information about crime on and around their campus. As a result, campus Public Safety data about Labouré College can be found on the following website: <http://ope.ed.gov/PublicSafety>. For data specific to the College, follow the links, and when asked to identify the institution, type Labouré College, then click on Search. Students, faculty members, and staff members may obtain a copy of the report from the Division of Student Affairs or by calling (617) 322-3506.

Under the directives of the *Student Right-to-Know and Campus Public Safety Act* (P.L. 101-542), students receive an annual Public Safety report with programs and procedures that promote campus safety. Prospective students may request a copy of the report by contacting the Assistant Vice President of Student Affairs at (617) 322-3506.

Responsible Parties: Assistant Vice President of Student Affairs/Public Safety Manager

Public Safety and Safety

Students are asked to cooperate with Public Safety personnel at all times. All incidents and accidents that occur involving students, college personnel, or visitors must be reported to the Office of Campus Public Safety, C115 at (617) 322-3571. Incident reporting forms are available at the Office of Campus Public Safety. The College is not responsible for students' safety while traveling to and from an assigned facility.

In the event of an emergency, immediately perform any and/or all of the following steps, depending on the nature of the emergency which are also listed in the [Student Rights & Responsibilities Handbook](#):

1. Always assume an emergency exists when the building fire alarm is sounded (*follow the posted emergency evacuation plan/policy for your area*)
2. If you discover an emergency, call 911 and the Public Safety Office at ext. 3571 from an office phone or (617) 322-3571 from a cell phone.
3. Remain calm when speaking to Public Safety: give the nature of the emergency, your name, and location.
4. In the case of a medical emergency, look for an Emergency Medical bracelet.
5. See if an ambulance is required. Alert Public Safety of the specifics in all the above instances.

All incidents (occurrences not consistent with routine operations of the college) and accidents that occur to a student, faculty member/staff, or visitor should be documented in an Incident/Accident report. Students, faculty, staff, and visitors are encouraged to report all incidents or accidents by filling out the Incident/Accident report.

- **Student**

When an incident or accident happens within the college premises, any staff member will direct the student to the Public Safety Office to fill out an Incident/Accident report. A copy of Incident/Accident reports by students, college staff, or visitors will be kept on file in the Public Safety Office. If the student is not able to write the report, any staff member will write the report and leave it at the Public Safety Office. If the student requires medical care, he or she will be directed to a health care facility of his or her choice.

- **College Staff**

The staff member will fill out an Incident/Accident report whenever he or she needs to report an incident or accident. The report is available at the Public Safety Office and/or on the College K drive. If the staff member is unable to complete the report, any staff member or witness can fill out the report and leave it at the Public Safety Office. In addition, in the case of an accident, an Atlantic Charter Employee Incident Report must be filled out. Public Safety personnel will forward the report to the appropriate department.

- **Visitor**

When an incident or accident occurs within the college facilities, any staff member will direct the visitor to the Public Safety Office to complete the Incident/Accident report. If the visitor is unable to fill out the report, any staff member or witness can complete the report and leave it at the Public Safety Office. If the visitor requires medical attention, they will be directed to a health care facility of his/her choice.

All incident reports in all above instances are forwarded to respective employee/student college department for documentation and follow-up investigation by Public Safety and/or department if necessary. In certain circumstances where warranted, Public Safety will contact Police, Fire or Ambulance Services.

Building Access

Labouré College is strictly a commuter campus. There are no residence halls. Students, employees and visitors to Labouré can enter the College via one front entrance marked Main Entrance/One Stop (303 Adams Street) and via one rear entrance into the C building, which houses all classrooms and the library.

During business hours of the College (days, evenings and weekends) the entrances are manned by building monitors who monitor access to the building. The Public Safety Office is located directly at the rear entrance of the C Building, where all on-campus classes and events are held.

1. Public Safety checks identification of those entering the College.
2. Public Safety staff conducts hourly building checks and perimeter checks of the campus lots. These checks include checking doors/entry ways and exits and securing windows in the offices and classrooms.
3. Public Safety issues temporary visitor passes to persons who are not directly affiliated with the College.
4. Public Safety tips and news are published in the College's Student and Employee Newsletters. Brochures with specifics on public safety and duties are distributed each semester (3 times per year) during on-campus orientation sessions and via online orientation.

Law Enforcement and Jurisdiction

Labouré College does not have any sworn or commissioned law enforcement; it has outsourced public safety to Northeast Securities Incorporated and prefer to use the term Public Safety over Security. The public safety staff includes one former law enforcement officers in addition to four building monitors. Quarterly informational training sessions are conducted with the staff. Public Safety works collaboratively with the Milton Police Department.

Authority to Arrest and Relationships

The public safety personnel do not have authority to make arrests. There are no written agreements or memoranda of understanding (MOU) between the College and state and local police agencies. Depending on the specifics of the crime, in conformance with MA state law, Public Safety will notify the Milton Police Department.

Monitoring and Reporting of Criminal Activity

Labouré College does not have any officially recognized off-campus student organizations. Therefore, monitoring and reporting of criminal activity at non-campus locations of student organizations is not applicable.

Reporting

- Accurate and Prompt Reporting

Public Safety encourages the Labouré community to report all crimes in a timely and accurate manner to the Public Safety Office. Dependent upon the type of crimes, per the laws of the Commonwealth of Massachusetts, Public Safety will notify the Milton Police Department of the incident. The Public Safety Office documents the crime via an in-house incident report. The reporting person is urged to give Public Safety a copy of the police report after they have reported the incident to the local police department.

- Reporting of Criminal Offenses

Students, employees, and other members of the Labouré community can report crimes to the Public Safety Office, the Assistant Vice President of Student Affairs, or Human Resources. Students may connect with Faculty but are required to bring students to one of the above locations to formally report the crime. Per *Clery* regulations, *Clery Act* crimes, if any, produce timely warning reports to the Labouré community and are included in the annual statistical disclosure of the College.

- Voluntary Confidential Reporting/Procedures for Confidential Reporting

Labouré College is committed to the value of ensuring all students feel welcome under our Catholic identity and values. As a resource for any students, our Campus Minister is available for confidential counseling to students who wish to speak with him about private matters. Additionally, Labouré College is dedicated to ensuring that all students feel supported if they wish to report a crime, specifically any alleged violation(s) related to Title IX and/or *Clery*. It is a requirement that any staff, faculty, or clergy member encourage and explain all procedures as listed in the student handbook to provide all potential outcomes and levels of assistance, however, clergy members are exempt from being a mandated reporter.

- Timely Warnings

The College provides a text messaging alert system (Emergency Omni Text Messaging Alert System) to notify students and staff of school closures and emergencies such as natural disasters, *Clery* act crimes, power outages, and other safety issues - that which is identified as a serious threat to students and employees.

Students and employees can simply text LABOURE to 79516 to opt-in to this text messaging program. Texts will only be sent in the case of weather or other emergencies as noted in the above paragraph.

Depending on the nature of the warning, and as deemed appropriate by the Public Safety Office and Senior Management, timely warnings will also be disseminated by email, Facebook, and television and radio announcements.

Fire and Emergency Procedures

In the event of a medical emergency or fire, students should dial 911 for assistance. In the event of a fire or alarm, students and College personnel are to evacuate the building immediately.

Fire alarm boxes, located on each floor of the College, can be activated by pulling down the lever. An Evacuation Plan is posted next to each fire alarm box indicating the appropriate path for evacuation. Students and personnel are encouraged to review the evacuation procedure posted on each floor of the College. Upon the announcement of any emergency or disaster situation, students and personnel are to evacuate the building immediately using fire evacuation procedures.

The following information should be adhered to by all staff, faculty and students:

1. Familiarize yourself with the evacuation routes that are posted throughout the building.
2. Manual pull stations for fire alarm activation are located at all exit doors and stairwells.
3. Use only stairwells during an evacuation. DO NOT use the elevator.
4. Take note of the locations of the buildings' portable fire extinguishers.

Designate staff in departments to assist in the evacuation of handicapped persons from the building.

Labouré College is equipped with a fully addressable fire alarm system and a supervised automatic sprinkler system. These systems were installed as part of the renovation to the campus before occupancy in September 2013. These systems are maintained and tested quarterly by licensed contractors to maintain code compliance. The building systems are monitored 24/7/365 by an alarm monitoring company and the Milton Fire Department. Although no fire drills are mandated, there is at least one unannounced fire drill per calendar year. Additional information regarding procedures is contained in the Fire Alarm Evacuation Procedure Policy.

Since occupancy, there have been (0) instances of fire on campus. Fire extinguishers are inspected monthly and are maintained annually by a qualified vendor. The entire campus is designated non-smoking, further reducing the risk from fire.

General Prevention and Awareness Programs

Students are continually informed about campus Public Safety procedures and practices via on-campus and online orientation programs and through weekly student newsletters. During the College's orientation sessions in Fall, Spring and Summer terms, new students receive information about Public Safety policies and procedures including Title IX, and Drug, Alcohol and Substance Abuse, and Student Code of Conduct. Details about the Public Safety Office and the Public Safety staff, as well as on-campus safety tips are presented.

Professional Staff programs for employees of Labouré College include Title IX training and intruder training. The monthly employee newsletter may include reminders and information about Public Safety and safety procedures, as well as safety tips.

Procedures for Public Safety and college safety procedures are included in the Labouré College Catalog and Student Handbook.

Responsible Parties for Public Safety: Public Safety Manager/Public Safety Personnel/Plant Manager/Assistant Vice President of Student Affairs

Emergency Plan (Business Continuity Plan)

This Emergency Plan (Business Continuity Management) helps to manage the risks that threaten the College survival by providing a framework to ensure the resilience of the College so that it can continue to operate in the event of any disruption. It is an operational document which is constantly being monitored and updated to reflect the College's ongoing business operations.

This document has been developed to outline the general procedures to be taken in the event of a serious business disruption (or the threat thereof) affecting the operation of our key functions. A business interruption is defined as:

"An unwanted incident that threatens personnel, buildings, operational procedures or the reputation of the business which requires special measures to be taken to restore things back to normal."

This emergency plan includes key information on College operations, contacts, roles and responsibilities, and a detailed recovery timeline, locations, and action plan.

Responsible Parties: Activation of this Plan is the responsibility of Labouré Senior Management.

Confidentiality of Student Information/ Notification of Student Rights under FERPA

"The Family Rights and Privacy Act of 1974 guarantees that the academic records for students over 18 years old cannot be discussed with anyone except the student or authorized College personnel. However, certain information

classified as ‘Directory Information’ is available for public consumption unless the student specifically directs that it be withheld. Public Directory Information as defined by the act includes: Student's name, addresses, College email, telephone listing, date and place of birth, major field of study, class year, participation in officially recognized activities, dates of attendance, status (full-time, half-time, part-time), degrees, honors, and awards received, and the most recent previous educational institution attended. The Family Educational Rights and Privacy Act (FERPA) of 1974, as amended, affords students certain rights with respect to their education records.”

Responsible Parties: Registrar, College Personnel

Email

Labouré College provides email accounts to all students utilizing email-hosting services provided by an external vendor, Microsoft’s Office 365. The College retains final ownership of these accounts and their contents, but also endeavors to protect the individual privacy and freedom of expression for all users.

Personal Use

Using Labouré College-provided email accounts for personal emails is permitted, but users should remain aware that non-Labouré related email may be viewed in any investigation. Sending chain letters or inappropriate emails from a College email account is prohibited. Any individual other than Labouré College Information Technology staff members, who will clearly identify themselves in any such warning, should not send virus or other malware warnings.

Prohibited Use

Labouré College-provided email accounts shall not be used for the creation or distribution of any disruptive, offensive or intimidating messages, including offensive comments about race, gender, disabilities, age, sexual orientation, pornography, religious beliefs and practice, political beliefs, or national origin. Students who receive any emails with this content from any Labouré College employee or student should report the matter to the Office of Human Resources immediately.

Investigatory Processes

The only individuals authorized to initiate an investigation of a Labouré College email account are the College’s President, and Human Resources Officer. Either may request an investigation and will provide a written copy of the request to the other individual, as well as to the College’s Director of Information Technology or Presidential designee from within the IT department, who will direct Information Technology staff to provide the appropriate access to accommodate the request. The existence of an investigation, and any findings, will be held in strictest confidence.

Investigations may be initiated for reasons such as:

- An investigation triggered by indications of misconduct or misuse;
- A need to protect health and safety;
- A need to prevent interference with the academic mission of the College;
- A need to locate substantive information required for College business, which is unavailable by some other means.

The contents of email communications that have been properly obtained for College purposes may be disclosed without permission from the end user. The College will attempt to refrain from disclosing communications which might create personal embarrassment, unless such disclosure is required to satisfy a legal obligation.

Responsible Parties: Information Officer/IT Database and Systems Administrator/ Human Resources Officer

Student Conduct Policy/Non-Academic Misconduct

The College expects each student to respect the rights and privileges of others, to adhere to acceptable standards of personal conduct, and to follow the moral and ethical standards of the health care professions as reflected in the Catholic philosophy of the College, in both academic and non-academic matters.

The College reserves the right to take any reasonable and appropriate action to protect the rights, safety, and well-being of all members of the College community, and to review the behavior of any student who, in the judgment of the College, conducts himself or herself in a manner incompatible with the purpose and mission of the College.

Non-academic misconduct will include the following:

- Acts which threaten the safety, rights, or well-being of the College community
- Acts of violation of local, state, or federal laws. (*Note: students may also be held accountable to civil authorities for infringements of local, state, or federal statutes*)
- Additional violations as listed in the Student Code of Conduct within the [Student Rights and Responsibilities Handbook](#) available as an addition to the College Catalog.

Allegations of non-academic misconduct will be reported to the Assistant Vice President of Student Affairs, who will investigate them.

Responsible Parties: Assistant Vice President of Student Affairs

Title IX – Sex Discrimination, Harassment & Assault

Title IX – Sex Discrimination, Harassment & Assault In compliance with Title IX of the Education Amendments of 1972 and other federal, state and local laws, Labouré College does not discriminate on the basis of age, color, race, gender, sexual orientation, religion, or national origin in any phase of its employment process, its admission or financial aid programs, or any aspects of its educational programs or activities. We follow the law that “No person in the United States shall, on the basis of sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance”. 20 U.S.C. § 1681 & 34 C.F.R. Part 106 (1972)

Labouré College is committed to fostering a community that promotes prompt reporting of sexually-related misconduct, domestic violence, dating violence, and stalking in any form as well as the timely and fair resolution of reported incidence.

In compliance with Title IX and Violence Against Women Act (VAWA), the College provides a procedure for reporting, investigating and adjudicating misconduct.

Reporting Options

Student Resource: Contact Matthew Gregory to arrange a meeting about a complaint involving sexual discrimination, sexual harassment, or sexual violence. Matthew is a certified Title IX Coordinator through AtIXA. Please click here to view the verified credential: <https://www.credential.net/zyzx4p9e>

Matthew Gregory, Assistant Vice President of Student Affairs & *Chief Title IX Coordinator*
(617) 322-3506, Office C128, Matthew_Gregory@laboure.edu or CARE@laboure.edu

Faculty and Staff Resource: Contact Human Resources or e-mail CARE@laboure.edu to arrange a meeting about a complaint involving sexual discrimination, sexual harassment, or sexual violence. The Title IX Coordinator and/or Deputy representing the Human Resources office will reach out to you. Their phone number is (617) 322-3529.

The Title IX Coordinator has been trained and certified through 2021 by the Association of Title IX Administrators (AtIXa) to receive and respond to allegations of violations of the policy. Their role is to take prompt and effective action to stop the harassment, prevent the recurrence; and remedy the effects to the best of their ability.

A student or employee has a right to file a criminal complaint and a Title IX complaint simultaneously. It is important that students know that all staff and faculty at the College are named “mandated reporters” of any potential Title IX violations. The only exception is those who are protected and serving in their protected status (i.e. members of the clergy acting in a clergy role, mental health professionals acting in their mental health professional capacity). Although potentially requested by the reporting party to keep the details or themselves anonymous/confidential – staff must still report the concern to the Title IX Coordinator. This includes any member of a clinical site or adjunct professor.

Reports can be made by those who have been the victim of a violation of this policy, by a third party on a victim’s behalf or anonymously.

Prohibited Conduct & Definitions

The College prohibits all forms of sexual harassment, as defined below. The College also prohibits retaliation relating to any Formal Complaint of sexual harassment.

A. Definition of Sexual Harassment

Under Title IX, sexual harassment is a form of unlawful sex discrimination and consists of three basic types:

1. **Quid Pro Quo Harassment:** Any action by a College employee in which submission to conduct of a sexual nature is made either explicitly or implicitly a term or condition of an individual's education, grades, recommendations, or extra-curricular or employment opportunities.
2. **Unwelcome Conduct:** Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's education program or activity.
3. **Sexual Assault, Dating Violence, or Stalking:** "Sexual assault" as defined in 20 U.S.C. § 1092(f)(6)(A)(v), namely, "an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. "Dating violence" as defined in 34 U.S.C. § 12291(a)(1), namely, "violence committed by a person – (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) the type of relationship; and (iii) the frequency of interaction between the persons involved in the relationship." "Stalking" as defined in 34 U.S.C. § 12291(a)(30), namely, "engaging in a course of conduct directed at a specific person that would cause a reasonable person to- (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress."

In any type of sexual harassment noted above, the effect will be evaluated based on the standard of a reasonable person in the position of the Complainant.

B. Forms of Prohibited Sexual Harassment

In some cases, sexual harassment is obvious and may involve an overt action, a threat, or a reprisal. In other instances, sexual harassment is subtle and indirect, with a coercive aspect that is unstated.

Sexual harassment can take many forms, including but not limited to:

- It can occur between persons of equal power status (e.g., student to student, staff to staff, faculty member to faculty member, visitor/contracted employee to staff) or between persons of unequal power status (e.g., supervisor to subordinate, faculty member to student, student leader to first-year student). Although sexual harassment often occurs in the context of an exploitation of power by the individual with the greater power, a person who appears to have less power in a relationship can also commit sexual harassment (e.g., student harassing faculty member).
- It can be committed by an individual or may be a result of the collective actions of an organization or group.
- It can be committed against an individual, an organization, or a group.
- It can be committed by an acquaintance, a stranger, or someone with whom the Complainant has a personal, intimate, or sexual relationship.
- It can occur by or against an individual of any sex, gender identity, gender expression, or sexual orientation.
- It does NOT have to include intent to harm, be directed at a specific target, or involve repeated incidents.

Examples of behavior that might be considered sexual harassment include, but are not limited to:

- Unwanted sexual innuendo, propositions, sexual attention or suggestive comments and gestures; unwanted indecent exposure towards another person; humor and jokes about sex or gender-specific traits; sexual slurs or derogatory language directed at another person's sexuality, gender, gender identity, sexual orientation or gender expression; insults and threats based on sex, gender, gender identity, sexual orientation or gender expression; and

other oral, written or electronic communications of a sexual nature that an individual communicates is unwanted and unwelcome;

- Unwelcome leering or whistling at another in a sexually suggestive manner;
- The creation, display, or distribution of sexually explicit drawings, pictures, or written materials; sexually charged name-calling; sexual rumors or ratings of sexual activity/performance; or the circulation, display, or creation of e-mails or websites of a sexual nature;
- Non-academic display or circulation of written materials or pictures degrading to an individual or gender group;
- Unwelcome and objectively inappropriate physical contact or suggestive body language, such as touching, patting, pinching, hugging, or kissing, or brushing against an individual's body;
- Undue and unwanted sexual attention, such as repeated flirting, objectively inappropriate or repetitive compliments about clothing or physical attributes, sexual activities, or sexual prowess; objectively inappropriate inquiries into one's sexual activities; or making sexually oriented gestures;
- Physical coercion or pressure of an individual to engage in sexual activity or punishment for a refusal to respond or comply with sexual advances;
- Change of academic or employment responsibilities (increase in difficulty or decrease of responsibility) based on sex, gender identity, sexual orientation, or gender expression;
- Use of a position of power or authority to: (1) threaten or punish, either directly or by implication, for refusing to tolerate harassment, for refusing to submit to sexual activity, or for reporting harassment; or (2) promise rewards in return for sexual favors;
- Sexual assault;
- Sexual Violence: Engaging in physical sexual acts with someone who has not given her/his/their consent or who is incapable of giving consent. This includes rape, sexual assault, battery, and sexual coercion. Sexual violence may involve individuals who are known to one another or have an intimate and/or sexual relationship (relationship violence), or may involve individuals not known to one another. Examples include, but are not limited to:

Having or attempting to have sexual intercourse with another individual without consent. Sexual intercourse includes vaginal or anal penetration, however slight, with a body part or object, or oral copulation by mouth-to-genital contact;

Having or attempting to have sexual contact of any kind with another individual without consent. Sexual contact includes kissing, touching the intimate parts of another, causing the other to touch one's intimate parts, or disrobing of another without permission. Intimate parts may include the breasts, genitals, buttocks, mouth or any other part of the body that is touched in a sexual manner; or,

Knowingly exposing another individual to a sexually transmitted disease or virus without his or her knowledge.

- Sexual exploitation: An act or acts committed through non-consensual abuse or exploitation of another person's sexuality for the purpose of sexual gratification, financial gain, personal benefit, or any other non-legitimate purpose. The act(s) of sexual exploitation are prohibited even if the behavior does not constitute another sexual misconduct offense. Sexual exploitation may involve individuals who are known to one another, have an intimate or sexual relationship, or may involve individuals not known to one another. Examples include, but are not limited to:

Observing another individual's nudity or sexual activity or allowing another to observe consensual sexual activity without the knowledge and consent of all parties involved;

Non-consensual streaming of images, photography, video, or audio recording of sexual activity or nudity, or distribution of such without the knowledge and consent of all parties involved;

Photographing or taping someone (via audio, video, or otherwise) involved in sexual activity, sexual intercourse/penetration, or in a state of undress, without their knowledge or consent. Even if a person consented to the sexual activity or intercourse/penetration, photographing or taping someone without their knowledge goes beyond the boundaries of that consent. The dissemination of photographs or video/audio of someone involved in sexual activity, intercourse/penetration, or in a state of undress, without their knowledge or consent constitutes a separate and additional act of sexual exploitation;

Voyeurism, which is the act of observing someone involved in sexual contact/activity or in a state of undress, without their knowledge or consent;

Prostituting another individual; or

Inducing incapacitation for the purpose of making another person vulnerable to nonconsensual activity.

- **Stalking and intimidation:** A course of conduct involving more than one instance of unwanted attention, harassment, physical or verbal contact, or any other course of conduct directed at an individual that could be reasonably regarded as likely to alarm that individual or place him/her/them in fear of harm or injury, including physical, emotional, or psychological harm. This includes cyber-stalking, a particular form of stalking in which electronic media such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact are used to pursue, harass, or make unwelcome contact with another person. Stalking and cyber-stalking may involve individuals who are known to one another or have an intimate or sexual relationship, or may involve individuals not known to one another. Prohibited sexual intimidation involves threats to commit unwanted physical contact against someone based on his/her/their sex or gender related status. Examples of stalking and intimidation include, but are not limited to:

Unwelcome following or surveillance of another person;

Unwelcome appearances at a person's home, work, or place of study;

Making/sending frequent and unwelcome phone calls, emails, or text messages to another person;
Leaving unwelcome written messages or objects for a person;

Making verbal or written threats to harm another based on their sex or gender-related status; or vandalizing a person's property.

- **Relationship violence:** Relationship violence is any intentionally violent or controlling behavior by a person who is currently or was previously in a relationship with the victim. Relationship violence can also involve domestic violence committed by a person with whom the Complainant shares a child and/or residence. Relationship violence includes actual or threatened physical injury, sexual assault, psychological abuse, economic control, and/or progressive social isolation. Relationship violence can occur in all types of relationships. Relationship violence can include, but is not limited to:

Physical abuse or violence;

Psychological/emotional abuse, such as demeaning or humiliating language and conduct;

Controlling/possessive behavior, including social and economic control (such as limiting access to funds or interfering with employment);

Making him/her/they feel like: he/she/they is walking on eggshells; he/she/they must call his/her/their friends in secret; he/she/they must dress in a certain way; or

Any sexual exploitation, as defined above, that arises in the context of a relationship.

- Abusive, disruptive, or harassing behavior, whether verbal or physical, which endangers another's mental or physical health, including but not limited to threats, acts of violence, or assault based on gender related status and/or in the context of intimate partner violence;
- Demeaning verbal or other expressive behavior of a sexual or gendered nature in instructional settings; and
- Acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping; harassment for exhibiting what is perceived as a stereotypical characteristic for one's sex, or for failing to conform to stereotypical notions of masculinity and femininity, regardless of actual or perceived gender related status of the harasser or her/his/their target.

Additional Conduct Related to Sexual Harassment Prohibited by this Policy

Aiding or Facilitating Sexual Harassment: Aiding or facilitating sexual harassment means promoting or encouraging the commission of any behavior prohibited under this policy. Members of the Labouré community are prohibited both from personally engaging in sexual harassment, as well as from engaging in conduct that assists or encourages another person to engage in sexual harassment.

Retaliation: Retaliating or attempting to retaliate or seek retribution against a Complainant, Respondent, or any other individual or group of individuals involved in the investigation and/or resolution of a Formal Complaint of sexual harassment is prohibited. Retaliation can be committed by any individual or group of individuals, not just a Respondent or Complainant. Retaliation may include abuse or violence, other forms of harassment, and/or making defamatory statements about another person.

Consent, Coercion, & Incapacitation

Consent to sexual activity must be clear, knowing, and voluntary. Consent must exist from the beginning to the end of each instance of sexual activity and for each form of sexual contact. Consent to one form of sexual contact does not constitute consent to any other forms of sexual contact. Further, consent to engage in a particular sexual act at any given time is not indefinite or ongoing consent to engage in that same act, or any other sexual act, on other occasions. Mutually understandable consent must be obtained by the initiator, or the person who wants to engage in the specific sexual activity, at every stage of sexual interaction.

Consent requires an affirmative, outward demonstration indicating that an individual has freely chosen to engage in sexual activity. Consent is demonstrated through mutually understandable words and/or actions that clearly indicate a willingness to engage freely in sexual activity. Consent is mutually understandable when a reasonable person would consider the words and/or actions of the parties to have expressed a mutually understandable agreement between them to do the same thing, in the same way, at the same time, with one another. Relying on non-verbal communication can lead to misunderstandings. When in doubt, ask before acting.

A lack of consent may be indicated in a variety of ways. First, a verbal "no," even if it sounds indecisive or insincere, must be accepted as a lack of consent. If consent is requested verbally, the absence of any explicit affirmative verbal response constitutes lack of consent. In addition, if at any time a person's words, actions, or demeanor suggest hesitancy, confusion, or uncertainty about engaging in sexual activity, the parties should stop and obtain mutual verbal consent before continuing sexual activity.

Consent may NOT be inferred from silence, passivity, lack of resistance, or lack of an active response alone. A person who does not physically resist or verbally refuse sexual activity is not necessarily giving consent. In the absence of an outward demonstration, consent does not exist. If at any time it is reasonably apparent that either party is hesitant, confused, or uncertain, both parties should stop and obtain mutual verbal consent before continuing sexual activity. In the absence of mutually understandable words or actions, it is the responsibility of the initiator to make sure that he/she/they have consent from his/her/their partner(s).

A current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Even in the context of a relationship, there must be mutually understandable communication that clearly indicates willingness to engage in sexual activity each time such activity occurs.

Consent may be withdrawn by either party at any time. Withdrawal of consent must also be outwardly demonstrated by words or actions that clearly indicate a desire to end sexual activity. Once withdrawal of consent has been expressed, sexual activity must cease.

In Massachusetts, consent can never be given by a minor under the age of 16. Consent cannot be obtained from the use or threat of physical force, intimidation, or coercion, or any other factor that would eliminate an individual's ability to exercise his or her own free will to choose whether or not to have sexual contact. Coercion includes the use of pressure and/or oppressive behavior, including express or implied threats of harm, and severe and/or pervasive emotional intimidation that places an individual in fear of immediate or future harm or physical injury or causes a person to engage in unwelcome sexual activity. A person's words or conduct amount to coercion if they wrongfully impair the other's freedom of will and ability to choose whether or not to engage in sexual activity. If sexual acts were preceded by threats or coercion, there is no consent.

Individuals of any age are considered incapacitated and unable to consent to sexual activity if they are not able to make rational, reasonable judgments. Incapacitation is the inability, temporarily or permanently, to give consent because the individual is mentally and/or physically helpless. Individuals may be incapacitated and unable to consent to sexual activity due to drug or alcohol consumption, either voluntarily or involuntarily, or if the individual is unconscious, asleep, or otherwise unaware that the sexual activity is occurring. Individuals are incapacitated if they are unaware of where they are, how they got there, or why or how they became engaged in a sexual interaction. Where alcohol is involved, incapacitation is a state beyond drunkenness or intoxication.

Some indicators of incapacitation may include, but are not limited to:

- lack of control over physical movements or equilibrium;
- lack of awareness of circumstances or surroundings;
- an inability to communicate coherently or other signs of confusion or disorientation; and
- vomiting and/or lack of consciousness.

An individual may experience a blackout state in which he/she/they appear to be giving consent, but do not actually have conscious awareness or the ability to consent. It is especially important, therefore, that anyone engaging in sexual activity be aware of the other person's level of intoxication.

The relevant standard that will be applied is whether the Respondent knew, or a sober reasonable person in the same position should have known, that the other party was incapacitated and therefore could not consent to the sexual activity.

Alcohol or drugs impair a person's decision-making capacity, awareness of the consequences, and ability to make informed judgments. However, being intoxicated or impaired by drugs or alcohol is never an excuse to engage in sexual misconduct and does not excuse one from the responsibility to obtain consent. As stated above, even if Respondents are intoxicated they will be found responsible for sexual misconduct if they engage in sexual activity with another person who did not consent to the sexual activity.

Reporting

When the College receives a Formal Complaint of sexual harassment, it is obligated to take immediate steps to investigate the incident and, where possible, to prevent and remediate any violations of this policy. When the College receives a report of sexual harassment, the Title IX Coordinator will determine whether to instigate a formal Title IX investigation. The College will promptly and thoroughly investigate and respond to all Formal Complaints of sexual harassment. The College will respond to all Formal Complaints in an integrated, consistent manner that treats each individual with dignity and respect. The College will approach each formal Complaint with an earnest intent to understand the perspective and experiences of each individual involved in order to ensure fair and impartial evaluation and resolution.

The College recognizes that the decision whether or not to make a Formal Complaint of sexual harassment is personal, and that there are many barriers to doing so, both individual and societal. Not every individual will be prepared to make a Formal Complaint to the College or to law enforcement, and individuals are not expected or required to pursue a specific course of action. The College recognizes that choosing to make a Formal Report and deciding how to proceed after making the Formal Complaint, can be a process that unfolds over time. Therefore, an individual does not have to decide whether or not to request disciplinary action at the time the Formal Complaint is made.

The College will respect an individual's autonomy in making these important decisions and will provide support that will assist each individual in making these determinations. The College will also honor a victim's decision as to whether or not to report the incident to law enforcement. A criminal complaint will not terminate the College's internal investigation or its response to a Formal Complaint of sexual harassment in its programs or activities.

A. Emergency/Immediate Reporting Options

In the event that an individual is the victim of sexual assault or sexual violence, the physical safety and emotional well-being of the person is of primary importance. A victim may have been physically injured in a number of ways, may have been exposed to a sexually transmitted disease, and/or may be at risk of impregnation. The College strongly encourages any person who has been the victim of sexual assault/violence to seek immediate medical attention from the nearest hospital emergency room.

Additionally, if an assault has occurred very recently, there may be physical evidence present that can be collected. Although the collection of physical evidence does not require a victim to pursue criminal or civil charges, preserving evidence allows a victim to make the decision to do so in the future. If a victim is assaulted, he/she/they should not shower, change clothing, or brush his/her/their teeth. The decision to seek medical attention and gather any evidence will remain confidential.

Local medical resources include the following:

Beth Israel Deaconess Medical Center: Rape Crisis Intervention Program
330 Brookline Avenue
Boston, MA 02215
(617) 667-4645 (Request a Sexual
Assault Nurse Examiner (S.A.N.E.))

Brigham and Women's Hospital: 75 Francis Street
Boston, MA 02115
(617) 732-5636 (Request a Sexual
Assault Nurse Examiner (S.A.N.E.))

Individuals are strongly encouraged to call 911 if they are feeling unsafe and wish to reach local law enforcement or emergency medical care (including an ambulance) anywhere within the United States. Local law enforcement can also be reached at:

Milton Police Department
40 Highland Street
Milton, MA 02186
617-698-3800

In addition, Public Safety can be reached at 617-322- 3571.

B. Campus Reporting Options

To enable the College to respond to all Formal Complaints in a prompt and equitable manner, all individuals should make any Formal Complaint of sexual harassment directly to the Title IX Coordinator. Only the Title IX Coordinator and College officials who have the authority to institute corrective measures on the College's behalf are responsible for responding to Formal Complaints and reports of sexual harassment.

The College recognizes that a student or employee may choose to report sexual harassment to any trusted employee of the College. For example, a student may choose to confide in a faculty member or an admissions counselor. Likewise, an employee may choose to confide in a supervisor. However, any faculty member, staff member, or other employee who receives a report of sexual harassment is not responsible for responding: he/she/they must immediately share the report with the Title IX Coordinator. The Title IX Coordinator is specifically charged with overseeing the investigation of and response to allegations of sexual harassment.

C. Timeframe for Reporting

Individuals are encouraged to make a Formal Complaint of sexual harassment as soon as possible to maximize the College's and/or law enforcement's ability to respond promptly and equitably. The College does not limit the timeframe for making a Formal Complaint, and upon receipt of any Formal Complaint, regardless of when the incident occurred, the College will conduct a Title IX assessment to determine if an investigation and/or any safety measures are necessary to maintain the safety of the community.

Coordination with Law Enforcement

The College encourages Complainants to pursue criminal action for incidents of sexual harassment when the incident constitutes a crime under the law of the jurisdiction where the incident occurred. If an individual chooses to report an incident of sexual harassment to Campus Security, then the College will notify the law enforcement agency with jurisdiction over the alleged crime. To the extent permitted by law, the College will also assist a Complainant in making a criminal report and will cooperate with law enforcement agencies if a Complainant decides to pursue the criminal process.

The College's definitions of sexual harassment and its process and standard of proof for finding a Respondent responsible for sexual harassment differ from those used in criminal prosecutions. Thus, a Complainant may reasonably seek resolution through the College's Title IX Formal Complaint process, may pursue criminal action, may choose one but not the other, or may choose to make a Formal Complaint to both or neither. Law enforcement's determination regarding whether or not to prosecute a Respondent is not determinative of whether the College will conduct a Title IX investigation or conclude that a member of the Labouré community has committed sexual harassment in violation of this policy. However, any criminal disposition related to the Title IX complaint will be taken into consideration in a Title IX investigation.

Proceedings under this policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus. However, the College will, to the extent possible and consistent with its obligations to address promptly Formal Complaints under Title IX, cooperate and coordinate with local law enforcement officers and the prosecutor's office. For example, the College will comply with law enforcement agency requests for cooperation and such cooperation may require the College to temporarily suspend the fact-finding portion of a Title IX investigation while the law enforcement agency gathers evidence. In such cases, the College will promptly resume its Title IX investigation as soon as notified by the law enforcement agency that it has completed its evidence gathering process.

Amnesty

The College encourages reporting and seeks to remove any barriers to reporting by making the procedures for reporting transparent and straightforward. The College recognizes that an individual who has been drinking or using drugs at the time of the incident may be reluctant to make a report for fear of being subject to discipline under the College's Drug and Alcohol Policy. A Complainant who makes a Formal Complaint of sexual harassment will not be subject to disciplinary action by the College for his/her/their own violation of these policies.

Bystander Intervention

The College strongly encourages all community members to take reasonable and prudent actions to prevent or stop sexual harassment, including relationship violence, stalking and sexual assault. Taking action may include directly or indirectly confronting the situation (if it is safe to do so), taking steps to interrupt the situation, or seeking assistance from a person in authority.

Labouré community members who choose to exercise this positive moral obligation will be supported by the College and protected from retaliation.

Statement Against Retaliation

It is a violation of this policy to retaliate in any way against an individual or a group because the individual or group made a Formal Complaint of sexual harassment, was the subject of such a Formal Complaint, or otherwise participated in the College's investigation of such a Formal Complaint. The College recognizes that retaliation can take many forms, may be committed by an individual or a group against an individual or a group, and that a Respondent can also be the subject of retaliation by the Complainant or a third party. The College will take immediate and responsive action to any report of retaliation and may pursue disciplinary action as appropriate.

The Title IX Coordinator will review all reports of retaliation and determine whether to impose immediate corrective action or whether to refer the report for investigation pursuant to the processes identified in this policy. In making this determination, the Title IX Coordinator may consult with others. An individual who in good faith makes a Formal Complaint of sexual harassment, is the subject of such a Formal Complaint, or otherwise participates in the College's investigation of such a Formal Complaint may not be subject to retaliation even if the Formal Complaint is later not proven.

Interim Supportive Measures

Upon receipt of a Formal Complaint of sexual harassment, the College will provide interim supportive measures and reasonable protective measures to a Complainant and a Respondent to prevent further acts of harassment, and to provide a safe educational and work environment. The College will determine the necessity and scope of any interim supportive measures. Interim supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, to the Complainant or the Respondent before or after the filing of a formal complaint. Such measures are designed to restore or preserve equal access to the College's education programs or activities without unreasonably burdening the other party. Even when a Complainant or Respondent does not specifically request that interim protective action be taken, the College, after conducting an individualized safety and risk analysis and determined an immediate threat to physical health or safety, may choose to impose interim supportive measures at its discretion to ensure the safety of any individual, the broader College community, or the integrity of the review process.

Students seeking such assistance should speak with the Title IX Coordinator, who will coordinate such requests on behalf of the student. The College will maintain contact with the parties to ensure that all concerns are being addressed.

All individuals are encouraged to report concerns about the failure of another individual to abide by any restrictions imposed by an interim supportive measure. The College will take immediate and responsive action to enforce measures previously ordered or implemented by the College.

The College may impose any remedy that can be tailored to the involved parties to achieve the goals of this policy, even if not specifically listed here. The range of interim supportive measures may include, but are not limited to:

No Contact Order: A Complainant or Respondent may request, or the College may impose, communication and contact restrictions to prevent further, potentially harmful interaction. These communication and contact restrictions generally preclude in-person, telephonic, electronic, or third-party communications. In some cases, an individual may also wish to consider an Abuse Prevention Order or a Harassment Prevention Order from the local courts. This is a civil proceeding independent of the College. If a court order is issued, the College will, to the extent possible, assist the protected person in benefiting from the restrictions imposed by the court and will also facilitate on-campus compliance with the order. The College may also limit an individual or organization's access to certain College facilities or activities as part of the no contact order.

Academic or Employment Modifications: Any party involved in a Title IX investigation may request an academic or employment accommodation after a Formal Complaint of sexual harassment. An individual who requests assistance in changing his or her academic or employment situation after a Formal Report of sexual harassment will receive appropriate and reasonably available accommodations. These may include, but are not limited to:

- Academic accommodations, including a change in class schedule, taking an incomplete, dropping a course without penalty, attending a class via Skype or other alternative means, providing an academic tutor, or extending deadlines for assignments;

- Change in work assignment or schedule; and/or Providing an escort to ensure safe movement between classes and activities.

Emotional Support: The College will assist in providing a referral to off-campus agencies as detailed in this policy. Counseling and emotional support is available to any member of the campus community.

Interim Separation: Where the Formal Complaint of sexual harassment poses an ongoing risk of harm to the safety or well-being of an individual or members of the Labouré community, the College, having conducted an individualized safety and risk analysis and determined an immediate threat to physical health or safety, may place an individual on interim suspension or impose leave for an employee. In this case, the College will provide such a removed Respondent with notice and an opportunity to challenge the decision immediately following the removal. If the interim removal remains in place, pending resolution of the Formal Complaint, the individual may be denied access to campus. When interim suspension or leave is imposed, the College will make reasonable efforts to complete the Title IX investigation and resolution within an expedited timeframe.

Title IX Complaint Process

Title IX Coordinator

The College has appointed Matthew Gregory, Assistant Vice President of Student Affairs, as the Title IX Coordinator. In his role as Title IX Coordinator, Mr. Gregory oversees the College's centralized review, investigation, and resolution process for Formal Complaints of sexual harassment. He also coordinates the College's compliance with Title IX. He is knowledgeable and trained in state and federal laws that apply to matters of sexual harassment, as well as College policy and procedure.

The duties and responsibilities of the Title IX Coordinator include training, education, and climate checks, as well as the oversight of procedures that promptly and equitably eliminate sexual harassment, prevent its recurrence, and address its effects on individuals and the Labouré community.

The Title IX Coordinator will:

- Oversee the investigation and resolution of all Formal Complaints of sexual harassment and all reports of sexual harassment;
- Meet with any individual, whether a Complainant, a Respondent, or a third party, to discuss interim supportive measures, resources, and procedural options on and off campus;
- Ensure prompt and equitable resolutions that comply with all requirements and timeframes specified in the complaint procedures;
- If deemed necessary, participate in assessment of periodic climate checks, tracking, and monitoring of sexual harassment allegations on campus; and,

Participate in campus training, education, and prevention efforts.

The Title IX Coordinator is tasked with ensuring consistent application of this policy to all individuals and enabling the College to respond promptly and equitably to eliminate sexual harassment, prevent its recurrence, and address its effects. The Title IX Coordinator has the discretion to determine the appropriate procedural response to Formal Complaints of sexual harassment but not to determine the issue of responsibility. Other matters that do not involve Formal Complaints of sexual harassment against a student may be referred to other departments within the College and/or handled under other policies, such as the Labouré Sexual Misconduct Policy, the Labouré Non-Discrimination Policy, or the Student Code of Conduct, for further investigation and resolution.

Timeframe for Resolution

The investigation and resolution of all Formal Complaints of sexual harassment will be reasonably prompt, with a goal of completion within 60 to 90 days. Extenuating circumstances, including, but not limited to, the complexity and severity of a Formal Complaint may require the process to be delayed or extended beyond 60 to 90 days; in such

a situation, the College will provide the Complainant and the Respondent written notice of the delay or extension and the reasons for the delay or extension. If there is a cause for a delay or extension, the College will use best efforts to complete the process in as timely a manner as possible. In general, a Complainant and Respondent can expect to receive periodic updates from the Title IX Coordinator as to the status of the investigation and resolution.

For information on the Grievance Procedures and Title IX Review along with details on investigations, [please click here to review the full Title IX Sexual Harassment policy](#), which has been updated on August 12, 2020.

Responsible Parties: Chief Title IX Coordinator/ Title IX Investigator/Division of Student Affairs

Domestic/Dating Violence & Sexual Assault Resources and Counseling, Treatment and Rehabilitation Services:

Boston Area Rape Crisis Center (BARCC)
24-hour hotline 800-841-8371
<http://barcc.org>

Beth Israel Deaconess Medical Center: Center for Violence Prevention and Recovery
617-667—8141
<https://www.bidmc.org/centers-and-departments/social-work/center-for-violence-prevention-and-recovery>

Domestic Violence Hotline: (800) 799-SAFE (7233)

Salvation Army 281 North Main Street Brockton, MA 02301 508-586-1187 (Calls only)

Old Colony YMCA Mental Health Clinic: (Focus on Youth Development, Healthy Living and Social Responsibility)
15 Bolton Place Brockton, MA 02301
508-427-4383

Comprehensive Addiction Program St. Elizabeth's Hospital/SECAP
736 Cambridge Street Brighton, MA 02135
(617) 789-6574
<https://www.semc.org/service-directory/substance-abuse>

Adcare Recovery Services, Boston@Ascare.com
Outpatient Services,
14 Beacon Street Suite 801 Boston, MA 02108
(617) 227-2622
<https://adcare.com/programs/adcare-outpatient/boston-op/>

Carney Hospital chmail@cchs.org
2100 Dorchester Avenue Dorchester, MA 02124
(617) 296-4000

Neponset Health Center
398 Neponset Avenue Dorchester, MA 02122
(617) 282-3200
<https://www.hhsi.us/locations/daniel-driscoll-neponset-health-center/>

Bournewood Hospital (3-5 days)
300 South Street Brookline, MA 02467
(617) 469-0300 or 1(800) 468-4358 (24-hour phone)
<http://www.bournewood.com/>

Emerson Hospital (Detoxification)
133 ORNAC Concord, MA 01742
(978) 369-1400

ARP (Addiction Rehabilitation Program) 10-day outpatient program,
(978) 287-3520

Dimock Halfway House (4-6-month residential program for substance abuse; treatment facility)
info@dimock.org

Dimock Community Health Center
55 Dimock Street Roxbury, MA 02119,
(617) 442-8800

NOTE: Dimock Community Health Center has many programs. Call (617) 442-8800 for a complete list of services

Hope House (4-6 months in-house facility for drug and alcohol detoxification)
8 Farnham St. Boston, MA 02118
(617) 971-9360

Alcohol and Drug Detoxification Services:
Supervised, residential settings for safe withdrawal from alcohol and other drugs
<http://hopehousemd.org/>

Steward Health Care NORCAP Lodge,
71 Walnut Street, Foxboro, MA 02035
Call (800) 331-2900, ext. 2. (24-hour phone)
Main Number: (508) 543-1873
Inpatient Services: (508) 698-1104
Intensive Outpatient Evening Treatment Program: (508) 698-1117

[Sexual Violence Prevention](#): Information from the Centers for Disease Control (CDC) to assist members of the College community with understanding the rights, protections and services available to victims of sexual violence. This PDF is specifically for college students: <https://www.cdc.gov/violenceprevention/pdf/campusvprevention.pdf>

[The Massachusetts Department of Public Health Sexual and Domestic Violence Resources](#)

[Student Empower – Allies in Action](#): BE AN ALLY: Have you ever done something to help? It could be simple, like the time you told your friend that a rape joke wasn't funny. Small actions add up to big change.

[Massachusetts Office for Victim Assistance \(MOVA\)](#) – Services available to all victims of all crimes.

Drug and Alcohol Policy and Procedures

The College upholds all federal, state, and local laws relating to the use of drugs and alcohol. The College is committed to maintaining a safe and healthy environment conducive to work and study. The College will not tolerate conduct that disrupts the campus or the academic environment. In compliance with the Drug-Free Schools and Communities Act of 1989, Public Law 101-226), and the Drug-Free Workplace Act of 1988, (41 USC ~01), and with the code of federal regulations that determines the College's participation in federal student aid programs, Labouré adopts and implements the following program:

The unlawful possession, use, distribution, dispensation, or manufacturing of controlled substances (illegal drugs and unauthorized prescription drugs), as well as possession of and/or consumption of alcohol, are strictly forbidden on the College premises, as well as any work site or location at which students or employees representing the College are engaged in College-related activities or events. Any exception shall be subject to the approval of the President. The College will impose sanctions consistent with federal, state, and local laws for violation of this policy. (See Sanctions Covering Drug and Alcohol Abuse.) Violations of the policy will result in disciplinary action up to and including referral for prosecution, suspension, expulsion, and/or termination.

Notification

- The Office of Human Resources will distribute the College's policy on drugs and alcohol to each student taking one or more classes for any type of academic credit. Annual distribution will take place during the fall semester or at the time of matriculation which is viewable in the College Catalog.
- Students known to have a drug or alcohol problem may be referred to the Division of Student Affairs; and
- Violations will be handled on a case-by-case basis by appropriate College personnel. The non-academic misconduct section of the student conduct policy will prevail.

Appeal

Any action taken for violation of the Drug and Alcohol Policy may be appealed through the College's grievance procedure, which can be found in the Student Rights & Responsibilities Handbook.

Sanctions Covering Drugs and Alcohol Abuse

- Institutional Sanctions

The College reserves the right to take any reasonable and appropriate action to protect the rights, safety, and well-being of all members of the College community and to review the behavior of any student or employee who conducts himself or herself in a manner incompatible with the purpose and mission of the College. Violations of the College's drug and alcohol policy will be reviewed on a case-by-case basis and may result in disciplinary action up to and including mandatory completion of a drug or alcohol rehabilitation program, suspension, expulsion, and/or termination and referral for prosecution.

- Legal Sanctions

Local, state, and federal laws make illegal use of drugs and alcohol serious crimes. Conviction can lead to imprisonment, fines, and assigned community service. Courts do not lift prison sentences for convicted persons to attend college or continue their jobs. A felony conviction for such an offense can prevent a person from entering fields of employment or professions.

Responsible Parties: *Office of Human Resources / Office of Student Affairs*

For information related to Campus Safety & Security Survey Data, please reach out directly to the Assistant Vice President of Student Affairs to obtain a copy of the data. The certificate below shows that this has been updated as required by the U.S. Department of Education.

End

