

# BRIDGEWATER STATE UNIVERSITY



Annual Security & Fire Safety Report for 2023, 2024, 2025

Crime Statistics

Published September 2026

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## A MESSAGE FROM THE CHIEF OF POLICE, CHIEF GLEN ANDERSON



To the University Community-

On behalf of the members of the Bridgewater State University Police Department, I want to thank you for your interest in our annual publication, "Safety on Campus." We publish this report because it contains valuable information for our campus community, and to comply with the important provisions of the federal Clery Act. Campus safety and compliance with the Clery Act are a part of everyone's responsibility at Bridgewater State University.

We encourage you to review the information we have made available to you in this report. You will find information about our organization, including descriptions of various programs available to you. You will also become familiar with our strong commitment to victims of crime and the specific extensive services made available to them. Lastly, you will find important information about security policies and procedures on the Bridgewater State University campuses, crime data, and crime prevention information.

The men and women of the Bridgewater State University Police Department are committed to making Bridgewater State University a safe place to live, work, and study.

A handwritten signature in black ink, appearing to read "Glen J. Anderson".

Glen J. Anderson

Executive Director of Public Safety and Chief of Police

Bridgewater State University Police Department Operations Center,

200 Great Hill Drive Bridgewater, Massachusetts 02325

(508) 531-1212; [bsupolice@bridgew.edu](mailto:bsupolice@bridgew.edu)

## PREPARATION OF THE ANNUAL SECURITY REPORT AND DISCLOSURE OF CRIME STATISTICS

**This report has been prepared in compliance with the:**

### **Jeanne Clery Campus Safety Act.**

The Jeanne Clery Campus Safety Act, part of the Higher Education Act of 1965, is a federal law that requires colleges and universities to disclose certain timely and annual information about campus crime and security policies. Institutions must publish a report every year by October 1<sup>st</sup> that contains three years of campus crime statistics and certain security policy statements including sexual assault policies which assure basic victims' right, the law enforcement authority of campus police and where students should go to report crimes. Each school must disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and non-campus facilities.

This report was prepared by the Bridgewater State University Police Department in cooperation with the Offices of Community Standards, Equal Opportunity, and other offices as deemed necessary. For questions concerning this report, please contact:

Manager of Law Enforcement Compliance and Technology, Jessica Russell at [j15russell@bridgew.edu](mailto:j15russell@bridgew.edu)

Paper copies of this report may also be obtained at the Bridgewater State University Police Department, located at 200 Great Hill Drive, or by calling the BSUPD at (508) 531-1212.

### **ABOUT THE BRIDGEWATER STATE UNIVERSITY POLICE DEPARTMENT**

The Bridgewater State University Police Department provides protection to the BSU community around the clock, year-round. Police department staff work with university community members to prevent crime, solve problems, and take proactive steps to make the university as safe as possible.

Police department personnel include the Chief, Deputy Chief, Assistant Chief, Captain, Detectives, Sergeants, Police Officers, Communications Dispatchers, and support staff. In addition, the department provides student internship opportunities for those pursuing studies in the social service/criminal justice fields.

The department is prepared to deal with the same types of incidents handled by municipal police agencies in cities or towns. All BSU police officers attend municipal police academy training and have full police authority on campus and throughout the town of Bridgewater and are certified through the MA Peace Officer Standards & Training Commission (POST). The Bridgewater State University Police enforce state laws, including motor vehicle laws, as well as university rules and regulations.

### **SAFETY, OUR NUMBER ONE PRORITY**

The BSU Police Department takes great pride in the community at Bridgewater State University. This community is a great place to live, learn, work, and study; however, this does not mean that the campus community is immune from problems that arise in other communities. With that in mind, BSU has taken progressive measures to create and maintain a reasonably safe environment on campus. Though the university is progressive with its policies, programs, and education, it is up to each of us to live with a sense of awareness and use reasonable judgment when living, working, or visiting on campus.

## **ENFORCEMENT AUTHORITY & JURISDICTION**

Bridgewater State University, with a population of over 11,000, including 3,500 resident students, is both a center for higher education and a vibrant, active community. As with any community of similar size, criminal activity and emergencies can and do occur on campus. To combat crime and preserve public order, the Bridgewater State University Police Department is a visible part of campus life. The BSUPD is organized, trained, and equipped to provide progressive law enforcement and emergency services to the university community.

Pursuant to the General Laws of Massachusetts, Chapter 15A, § 22, and Chapter 73, § 18, the Board of Trustees at Bridgewater State University has established the Bridgewater State University Police Department; and the Board has invested the department all the same powers, authority, immunities, and privileges of state and municipal police officers, including but not limited to the power to make arrests, to handle prisoners, and to enforce all traffic laws on streets and highways, throughout the property owned, leased, used, or controlled by the university or of the property owned by the Bridgewater State University Foundation.

In addition to the enforcement of state law, Bridgewater State University Police officers enforce the rules, regulations, and policies of Bridgewater State University, including but not limited to parking and traffic regulations, whether or not the violation thereof constitutes a criminal offense.

Police officers' authority has also been interpreted by case law to include the vicinity of the campus – the “environs and passageways” – in certain circumstances. Police officers are also granted limited police authority under G.L., Chapter 147 § 10F for the enforcement of university parking regulations. Parking enforcement officers also receive grants of authority in this law. Subject to the approval of the Chief of Police, Bridgewater State University Police officers may also receive supplemental police authority through special appointment as town of Bridgewater police officers under G.L., Chapter 41§ 99, or as Plymouth County Deputy Sheriffs under G.L., Chapter 37, § 3. Bridgewater State University Police officers attend municipal police training committee academies located throughout the Commonwealth. Bridgewater State University Police Officers are also certified through the Massachusetts Peace Officer Standards and Training (POST) Commission. The Bridgewater State University Police Department operates 24 hours per day, seven days a week, providing all patrol, investigation, specialized, and emergency response, as well as crime prevention and educational services at the Bridgewater State University campus.

By mutual agreement with state and federal agencies, BSUPD maintains a Criminal Justice Information Services terminal which provides department personnel with access to the National Crime Information Computer Network as well as the Criminal History Systems Board of the Commonwealth of Massachusetts. These computer databases are used to enhance public safety by accessing criminal history data, nationwide police records, driver/vehicle identification information, as well as other local, state, and federal law enforcement information.

The sworn personnel and support staff of the Bridgewater State University Police Department are dedicated to ensuring that the Bridgewater campus is a safe environment for studying, teaching, researching, recreating, and living. Our department strives toward this goal through problem-solving partnerships with the faculty, staff, and students, as well as state and local governmental bodies, and our community's neighbors.

## **MEMORANDUM OF UNDERSTANDING WITH LOCAL, STATE, AND REGIONAL AGENCIES**

The Bridgewater State University Police Department maintains a close working relationship with the Bridgewater Police Department (BPD). The BSUPD routinely works with other public safety agencies in Bridgewater, including the MBTA Transit Police, Bridgewater Fire Department, Plymouth County Sheriff's Department, and the Massachusetts State Police. Meetings are held between the leaders of these agencies on both a formal and informal basis.

The officers of BSUPD and BPD communicate regularly on the scene of incidents that occur in and around the campus area. The BSUPD detectives work closely with the investigative staff at BPD when incidents arise that require joint investigative efforts, resources, crime-related reports and exchanges of information, as deemed necessary. BSUPD does not have an MOU pertaining to the investigations of alleged criminal incidents.

#### STATEMENT OF POLICY ON REPORTING A CRIME OR EMERGENCY ON CAMPUS

Community members, students, faculty, staff, and guests are required by university policy to report all crimes or other emergencies to the Bridgewater State University Police Department in a timely manner. Crimes should be accurately and promptly reported to the BSUPD or the appropriate police agency, when the victim of a crime elects to, or is unable to make such a report.

When calling for either emergency or non-emergency service, be prepared to:

- Clearly identify yourself.
- State where you are calling from.
- State the nature of the call.

If possible, stay on the line unless otherwise advised by the dispatcher. If assistance is required from off campus, the dispatcher will summon the appropriate police, fire, and/or medical service.

Members of the community are helpful when they immediately report crimes or emergencies to the BSUPD for the purposes of including them in the annual statistical disclosure and assessing them for issuing a Timely Warning Notice, when deemed necessary.

All crimes must be reported to a member of the Bridgewater State University Police Department.

#### BRIDGEWATER STATE UNIVERSITY MANDATORY CRIME REPORTING POLICY

Except for victims of sexually based offenses (including instances of sexual misconduct under Title IX of the Education Amendments of 1972), all Bridgewater State University students, staff, and faculty are required under this policy to report any crime occurring on campus to the Bridgewater State University Police Department. Victims of sexual offenses may report such crimes on a voluntary, confidential basis for inclusion in the university's annual disclosure of crime statistics by mailing a written statement to the chief of police, Bridgewater State University Police Department.

#### LEGALLY MANDATED CRIME REPORTING CAMPUS SECURITY AUTHORITIES (CSA)

In addition to BSU's policy mandating the reporting of all crimes to the Bridgewater State University Police Department, the following individuals on campus are legally required to report crimes under certain circumstances:

*"Campus security authorities" under the federal Clery Act. For the purposes of the Clery Act, a "campus security authority" is any university official who has "significant responsibility for student and campus activities," including, but not limited to, student housing or student disciplinary proceedings. See 20 U.S.C. § 1092(f).*

Campus security authorities are required by law to receive Clery crime reports and to; 1) report them to law enforcement; and 2) forward all crime reports received for statistical purposes to the institution's coordinator of campus security authorities. (At BSU, it is Manager Jessica Russell at BSUPD.)

**Examples of individuals who meet the criteria for being campus security authorities include:**

- A vice president for student affairs who oversees student housing, a student center or student extracurricular activities.
- A director of athletics, a team coach, or a faculty advisor to a student group.
- A student resident assistant or a student who monitors access to dormitories.
- A coordinator of Greek affairs.

Examples of individuals who would not meet the criteria for being campus security authorities include:

- A faculty member who does not have any responsibility for student and campus activity beyond the classroom.
- Clerical or cafeteria staff.

**Limited Voluntary Confidential Reporting:**

Campus “pastoral counselors” and “professional counselors,” when acting as such, are not considered to be campus security authorities for the purposes of the Clery Act and are not required to report crimes for inclusion in the annual disclosure of crime statistics. However, as a matter of policy, counselors at Bridgewater State University are encouraged; if and when they deem it appropriate, to report incidents on a voluntary basis that is personally non-identifiable for inclusion in the university’s report of annual crime statistics.

**Counselors are defined as:**

**Pastoral Counselor** — an employee of the university who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

**Professional Counselor** — an employee of the university whose official responsibilities include providing psychological counseling to members of the institution’s community and who is functioning within the scope of his or her license or certification.

**“Mandated reporters” of child abuse or neglect:**

Certain professionals are required under state law to report child abuse or neglect to the Massachusetts Department of Children and Families. They may also report the abuse or neglect to law enforcement or the state Child Advocate. See G.L. c. 119, § 51A.

**Mandated reporters include (but are not limited to):**

- Health care professionals, including physicians, nurses, psychological therapists, drug and alcohol counselors.
- EMTs
- Educational administrators
- Childcare workers
- Police officers
- Social workers
- Religious leaders, priests, ministers, rabbis, imams, and other members of clergy

Reports of child abuse or neglect must be made to the Bridgewater State University Police Department, which will assist with the notification to the Department of Children and Families in conformance with G.L. c. 119, § 51A.

Mandated reports of elder abuse. As with child abuse reporting, certain professionals are required to report elder abuse. Reports of elder abuse must be made to the Bridgewater State University Police Department, which will assist with the notification to the Department of Elder Affairs in conformance with G.L. c. 19A, § 15.

Witnesses to certain violent crimes. Massachusetts state law requires a witness to a murder, manslaughter, rape, armed robbery, or hazing to report that crime to law enforcement “to the extent that such person can do so without danger or peril to himself or others.” See G.L. c. 268, § 40; G.L. c. 269, § 18. Reports of violent crimes must be made to the Bridgewater State University Police Department.

Physicians treating rape or sexual assault. Massachusetts law requires any physician who provides treatment to a rape or sexual assault victim to report the offense to law enforcement, but without including the victim’s name or other identifying information. See G.L. c. 112, § 12A 1/2. Physician reports of sexual assault must be made to the Bridgewater State University Police Department.

Witnesses carrying a firearm or other dangerous weapons on campus. Faculty and administrators are required to report the unlawful carrying of a firearm or other dangerous weapon on campus in conformance with G.L. c. 269, § 10(j). Reports of unlawful weapons-carrying must be made to the Bridgewater State University Police Department.

#### **CONTACTING BRIDGEWATER STATE UNIVERSITY POLICE TO REPORT A CRIME**

Bridgewater State University Police headquarters are in the Operations Center, 200 Great Hill Drive, and the department’s communication center can be reached (24 hours a day, year-round) by dialing (508) 531-1212.

The Bridgewater State University Police Department responds to all reports of criminal incidents or emergencies and investigates crimes and takes whatever action is necessary to resolve emergencies. Dispatchers are available at these respective numbers 24 hours a day to answer your calls. In response to a call, BSUPD will take the required action, either dispatching an officer or asking the victim to report to the BSUPD to file an incident report. All reported crimes will be investigated by the university police and may become a matter of public record. Most BSUPD reports are reported to the Office of Community Standards for potential action, as appropriate. BSUPD detectives will investigate when appropriate and additional investigative information may also be forward to the Office of Community Standards. If a sexual assault or rape should occur, staff on scene, including the BSUPD will offer the victim a wide variety of services.

To report a crime that occurs at an off-campus location, contact the appropriate local police department. In the case of an emergency, it is always best to dial 911 and follow the procedures outlined above.

#### **DAILY CRIME LOG AVAILABILITY**

The Bridgewater State University Police Department maintains a daily crime and fire log, which is available to the public for review during normal business hours. For a copy or to review the log, please visit the BSU Police station located at 200 Great Hill Drive, Bridgewater, MA 02325.

#### **STATEMENT OF POLICY ADDRESSING TIMELY WARNINGS**

The purpose of this policy is to establish guidelines for the University’s issuance of (a) “Clery Act Timely Warnings” in compliance with the timely warning requirement of the Jeanne Clery Campus Safety Act of 1990 (Clery Act) and (b) Community Safety Notices for off-campus crimes and other incidents that are deemed to pose a danger to the BSU

community or are otherwise determined, in the University's sole discretion, to be disclosed to promote safety and security awareness.

*Please also see the University's Policy regarding Emergency Notifications – Immediate Threat. If there is an immediate, significant threat to the health or safety of students or employees occurring on campus, the University will follow its policy regarding Emergency Notifications – Immediate Threat in the University's current Annual Security Report in lieu of this policy.*

### **The Policy**

(a) **Crime Alerts.** It is the policy of Bridgewater State University to alert the campus community, via the issuance of "Clery Act Timely Warnings", to the occurrence of certain crimes occurring in compliance with the Clery Act. In the event a crime is reported, or a situation arises, within the Clery geography of BSU, that in the judgement of the BSUPD and in consultation with BSU leadership when time permits, constitutes a serious or continuing threat, a campus wide "timely warning" notice will be issued. The Clery Act requires Clery Act Timely Warnings following incidents constituting "Clery Act crimes" that are considered to represent a potentially serious or continuing threat to the campus community. These crimes may include the National Incident Based Reporting System (NIBRS) classifications<sup>1</sup> of murder, non- negligent manslaughter, rape and other sex offenses, robbery, aggravated assault, burglary, major incidents of arson and hate crimes, among others. Crimes, such as aggravated assault and sex offenses (including rape, fondling, incest, and statutory rape), are considered on a case-by-case basis, depending upon the facts of the case and the information known such as, when and where the incident occurred, when it was reported, and the amount of information known by the BSUPD, or designee. In cases involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a "timely" warning notice to the community. All cases of sexual assault, including stranger and non- stranger/acquaintances cases will be assessed for potential issuance of a Timely Warning Notice. For example, if an aggravated assault occurs between two students who have had a disagreement and there is no ongoing threat to other BSU community members, then a Clery Act Timely Warning would not be distributed. The purpose of the Clery Act Timely Warning is to aid in the prevention of similar crimes by alerting the University community about the incident and providing information on the actions people can take to diminish their chances of being victimized. The Chief of Police, David Tillinghast, or designee reviews all reports of these crimes to determine if there is an ongoing threat to the community and, if time permits, consults with other University administrators as deemed necessary. The Chief of Police or designee also considers the timing of the issuance of a Clery Act Timely Warning regarding the possible risk of compromising law enforcement efforts.

(b) **Community Safety Notice.** While not required by the Clery Act, as an additional service to the campus community, BSU may, in its discretion, distribute a Community Safety Notice for on or off campus crimes and other incidents (e.g., kidnapping, suspicious activity) that are deemed to pose a danger to the BSU community or are otherwise determined, in the University's sole discretion, to be disclosed to promote safety and security awareness.

**AUTHORITY AND RESPONSIBILITY FOR ISSUANCE**

Clery Act Timely Warnings and Community Safety Notices are usually written and approved for distribution by the Chief of Police, Deputy Chief of Police, or Senior Command Staff. If time permits, BSUPD may consult any other administrator as deemed necessary to determine the content of a Community Safety Notice.

If it is determined that a Clery Act Timely Warning or Community Safety Notice will be issued, the Chief of Police, Deputy Chief of Police, or Senior Command Staff will approve the content, timing, and dissemination method.

**MEANS OF DISSEMINATION OF CLERY ACT TIMELY WARNINGS**

Federal crime definitions apply even if state law differs from federal law. Dissemination of Clery Act Timely Warnings may include but are not limited to the following:

Federal crime definitions apply even if state law differs from federal law. Dissemination methods of Clery Act Timely Warnings may include but are not limited to the following:

**University Email****Text messages**

#ThisIsBSU X [BSU X \(former Twitter\)](#) BSU/BSUPD

**Social Media Accounts:**

[BSUPD Facebook](#)

[BSUPD Instagram](#)

University Home Page: [Bridgew.edu](#)

| Clery Act Timely Warning System to Use                                                               | Primary Message Creator | Back Up Message Creator              | Authority for Approving and Sending Messages  | Primary Message Sender | Back Up Message Sender        |
|------------------------------------------------------------------------------------------------------|-------------------------|--------------------------------------|-----------------------------------------------|------------------------|-------------------------------|
| <b>PRIMARY</b><br>University Email,<br>Text Messages,<br>BSU and BSUPD<br>Social Media               | Chief of Police         | Deputy Chief of Police/Command Staff | Chief of Police, Deputy Chief & Command Staff | Chief of Police        | Deputy Chief or Command Staff |
| <b>SECONDARY</b><br><a href="#">BSU Police Website</a><br>And<br><a href="#">University Homepage</a> | Chief of Police         | Deputy Chief/Command Staff           | Chief of Police, Deputy Chief & Command Staff | Chief of Police        | Deputy Chief or Command Staff |

Clery Act Timely Warnings are primarily distributed to the University community via campus-wide email, RAVE text messages, and BSU/BSUPD social media accounts; provided, however, that the Chief of Police, Deputy Chief of

Police, or Senior Command Staff may use other methods of dissemination as determined in their sole discretion. Timely Warning Notices will be distributed as soon as pertinent information is available, in a manner that withholds the names of victims as confidential, and with the goal of aiding in the prevention of similar occurrences.

#### MEANS OF DISSEMINATION OF COMMUNITY SAFETY NOTICE

Dissemination methods of Community Safety Notices may include, but are not limited to, the following:

- Campus-wide email & text
- BSU/BSUPD Social Media Accounts
- BSU Police department website <https://www.bridgew.edu/about-us/police-department>
- Community Announcements
- University intranet/extranet

Community Safety Notices are primarily disseminated to the University community via university-wide email, text messages, and BSU/BSUPD social media accounts; provided, however, that the Chief of Police, Deputy Chief of Police, or Senior Command Staff may use other methods of dissemination as determined in their sole discretion.

### EMERGENCY RESPONSE AND EVACUATION PROCEDURES AND POLICIES

The Bridgewater State University Crisis Management Plan is designed to provide a resource for Bridgewater State University personnel and administrators in assisting with information and guidelines in planning and responding in a crisis. While the plan does not cover every conceivable contingency situation, it does supply the basic administrative guidelines necessary to cope with most campus emergencies. All campus administrators, especially those whose responsibilities and authority included the operational areas specified in the manual, must adhere to these guidelines. Only those University administrators responsible for directing and/or coordinating emergency operations may approve expectation(s) to these crisis management procedures as required to fulfill the emergency response. The BSU Crisis Management Plan includes information regarding shelter-in-place and evacuation guidelines. In conjunction with other emergency agencies, the university conducts an emergency exercise each year, to include tabletop and exercises. These tests are designed to assess and evaluate the emergency plans and capabilities of the university. The university will also publish emergency response and evacuation procedures on an annual basis in a manner designed to reach the students and staff and will test emergency response and evacuation procedures on an annual basis. These tests may be announced or unannounced. Each test is documented and includes the descriptions of the exercise, the date and time of the exercise and whether it was announced or unannounced. The campus will publicize a summary of the emergency response and evacuation procedures via email at least once per year in conjunction with the test (exercise and drill) that meets the requirements of the Higher Education Opportunity Act. Every person in the building, including staff, faculty, students, visitors, and contractors where the fire alarm is sounding, regardless of known or suspected cause, is required to evacuate immediately. Persons evacuating must leave via the closest exit. Any equipment that could cause a fire should be turned off before exiting if it can be done quickly and safely. All occupants will assemble at a safe distance from the building and await further instructions from fire or police personnel. No occupant will reenter a building until clearance is given by fire or police personnel.

The following evacuation procedures are in place for the residence halls. These procedures are to be followed when a fire alarm sounds. All residents and their guests must exit the building when a fire alarm sounds, regardless of whether it is a fire drill, false activation, or actual fire. Any persons physically unable to exit the building should immediately contact the BSU Police Department at 508-531-1212. Questions regarding the procedures should be directed to Residence Life and Housing staff (508)-531-1277 or the BSU Police Department (508) 531-1212. Please use the emergency exits available in your building. DO NOT USE ELEVATORS. It is important to be aware of all possible

exit locations in your residence hall if one or more of the fire exits are unsafe. When evacuation is not possible In a fire or fire alarm situation, always check doors to see if they are hot or warm to the touch before you open them. If heat or smoke prevents you from evacuating, return to your room and use towels or other cloth items to seal around the door. Hang a white object in the window and reclose the window (if it opens) as much as possible. Do not reopen your window (if it opens) unless forced to do so by smoke. After you have sealed your door, immediately call 911 and advise emergency responders of your location and situation. Wait for help to arrive. Sheltering in place may be the protective action recommendation for several emergencies with differing risks, and because sometimes the initial recommendation is to shelter in place followed by relocation, there is no single set of shelter in place procedures. Based on the type of emergency, such as Tornado, Hostile Intruder, or Hazardous Material Release Outside, you should consult each relevant section for guidance. Emergencies change as they progress. The questions to ask yourself are: Am I safer inside or outside? Where am I safest inside? Where am I safest outside?

#### **POLICY REGARDING EMERGENCY NOTIFICATIONS – IMMEDIATE THREAT**

Bridgewater State University has various systems in place, such as an Emergency Notification System and Siren/Public Address System (see chart below for a list of all systems) that may be used to communicate official information during an emergency or crisis that disrupts normal campus operation. BSU will immediately notify the campus community upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff occurring on university property. The BSU Police Department receives information from various offices/departments on campus, such as the Crisis Management Team. Some or all the below listed systems will be used to immediately notify the campus community that a dangerous situation or emergency exists involving an immediate threat to the health or safety of students or staff on campus and when immediate action is required by the recipient. If the BSU Police Department confirms (when possible, with the assistance of key campus administrators, local first responders or the National Weather Service) that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the BSU community, BSUPD has the authority to distribute an immediate notification message without approval. If time permits, BSUPD will collaborate with the President and any other administrator as deemed necessary to determine the content of the message and the police department will initiate the systems described below to communicate the threat to the BSU community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population. Follow-up information pertaining to a significant emergency or dangerous situation on campus will be sent using some or all the systems listed below.

| System to Use                         | Primary Message Creator                                   | Backup Message Creator | Authority for Approving and Sending Messages | Primary Message Sender          | Backup Message Sender |
|---------------------------------------|-----------------------------------------------------------|------------------------|----------------------------------------------|---------------------------------|-----------------------|
| <b>PRIMARY</b>                        |                                                           |                        |                                              |                                 |                       |
| Outdoor Siren (Text to Voice)         | Dispatch, Police, Command Staff (Pre-Written by Scenario) | Police Staff           | Police Command Staff                         | Dispatch, Police, Command Staff | Police Staff          |
| RAVE Emergency Text Notification      | Dispatch, Police, Command Staff (Pre-Written by Scenario) | Police Staff           | Police Command Staff                         | Dispatch, Police, Command Staff | Police Staff          |
| Alertus Desktop & Beacon Notification | Dispatch, Police, Command Staff (Pre-Written by Scenario) | Police Staff           | Police Command Staff                         | Dispatch, Police, Command Staff | Police Staff          |
| <b>SECONDARY</b>                      |                                                           |                        |                                              |                                 |                       |
| Network Emails                        | Chief of Police                                           | Command Staff          | President                                    | Chief of Police                 | Command Staff         |

**Emergency Notification System** includes text, email, voice message, siren, beacons, and messages to all university desktops. If technology fails, BSU may communicate using face to face communication and loudspeakers on BSUPD cruisers.

Members of the BSU community are routinely added electronically into the ENS, unless requesting to opt-out by emailing BSUPD Technology Liaison Mgr. Jessica Russell at [j15russell@bridgew.edu](mailto:j15russell@bridgew.edu)

#### HOW TO OPT IN:

The Emergency Notification System is used to send text, email, and phone calls to alert BSU faculty, staff, and students about emergencies and weather-related issues. Only some or all contact methods may be used, depending on the situation. Alerts are always posted on our website at [www.bridgew.edu](http://www.bridgew.edu). If there are no alerts posted on the web site; we are operating under normal conditions.

Students, faculty, and staff cannot un-enroll themselves from the Emergency Notification System and are opted-in by default. This University policy is for the safety of BSU Community members and to ensure efficient responses to emergencies. ANYONE (students, faculty, staff, relatives, friends, contractors, vendors, visitors, etc.) can specifically Opt-In or Opt-Out of SMS/Text messages sent directly to your cell phone.

**To opt IN to SMS/Text alerts: text bsualert to 67283** from the phone you wish to enroll.

**To opt OUT of SMS/Text alerts: text STOP bsualert to 67283** from the phone you wish to unenroll.

## MEMBERS OF THE LARGER COMMUNITY

In the event of an incident requiring significant emergency response and evacuation of the campus, the university will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist victim or to contain, respond to, or otherwise mitigate the emergency.

The local media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents, and other interested parties. The larger community can also access emergency information via the university website or social media channels.

## SAFETY & SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS

Bridgewater State University believes that through crime prevention and security awareness education, community members are better prepared to prevent crime and to respond if crime does occur. During New Student Orientation, students and their parents are informed of safety and crime prevention resources offered by the university. They are informed of crime on-campus and in surrounding neighborhoods. Similar information is presented to new employees. Crime prevention programs and sexual assault prevention programs are offered on a continual basis. Periodically, during the academic year, the Bridgewater State University Police Department, in cooperation with other university organizations and departments, presents crime prevention awareness sessions on sexual assault, Rohypnol abuse, theft, and vandalism, as well as educational sessions on personal safety and residence hall security. A common theme of all security awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others. In addition to seminars, information is disseminated to students and employees through crime prevention awareness packets, security alert posters, displays, videos, and articles in the student newspaper.

For information on programing, please contact Deputy Chief Michael Froio at: [mfroio@bridgew.edu](mailto:mfroio@bridgew.edu). On average, BSUPD will offer approximately 100 safety related outreach programs to students, faculty, and staff annually.

Educational programs include Sexual Assault, Domestic Violence, Dating Violence and Stalking, Civilian Response to Active Shooter Events, CPR & AED, & Narcan certification, General Safety to name a few.



BSUPD Deputy Chief Froio (left) & Detective Captain McEvoy (front, left) with K9 Mikey, and Deputy Chief Tepper with K9 Zach (second from right, front).

The university is committed to providing on-going education and support programs aimed at the eradication of sexual misconduct and relationship violence. The university has implemented primary and on-going prevention and awareness programs for students and employees focused on sexual misconduct, relationship violence, risk reduction and bystander prevention (e.g., safe, and positive options that may be carried out to prevent harm or intervene when there is a risk of sexual misconduct or relationship violence), and promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality.

Bystander Intervention is defined as safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to

intervene. Risk reduction is defined as options designed to decrease perpetration and bystander inaction; to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence.

Bridgewater State University strives to promote a campus culture that disrupts harm, encourages healthy interactions, and prioritizes the ideals of respect and equality in both physical and digital spaces. We envision a community where everyone feels safe and supported, and members recognize their power to create meaningful change. By choosing compassion and courage in moments that matter, your actions affect change that align with our shared values of respect, dignity, and equality for all.

BSU Bears recognize moments of harm, exclusion, or inequality, and they choose to respond.

### **Collaborative efforts with Sexual Victim Advocacy Support Center and BSUPD**

#### **These programs include, but are not limited to:**

- Red Zone Awareness campaign from the Sexual Victim Advocacy Support addressing sexual assault.
- Red Flag Campaign on Domestic Violence to recognize and raise awareness on the impact of domestic violence and teaches the red warning and red flags of abuse.
- Sexual Assault Awareness Month in April to educate and prevent sexual assault. The Sexual Victim Advocacy Support Center holds events such as: “Take back the Night”, “What You Were Wearing Exhibit”, “Be Seen Day” Resource Table, and Many More...
- Over 270 days of programming by BSUPD to include Mental Health with K9’s Mikey and Zach
- Open Office Days with BSUPD
- Plymouth County Comfort Dog Days
- Human Trafficking Education with K9’s Mikey and Zach.
- The BSU Police also offer Rape Aggression Defense (RAD) training several times per year for students and employees.

#### **RAPE AGGRESSION DEFENSE SYSTEM (R.A.D.)**



**RAD (Rape Aggression Defense) Class on Simulation Night**

The R.A.D. Program is designed to teach women about awareness, prevention, risk reduction and avoidance while progressing into the basics of hands-on defense training. R.A.D.'s objective is to "develop and enhance the options of self-defense, so they may become viable considerations to the woman who is attacked." Contrary to popular belief, rape is not a crime of sex.

Rape is a violent crime and a devastating experience, but it is survivable. Rape affects all people, no matter what their age, race, or economic status. It is one of the most rapidly growing crimes in American society. FBI projections suggest that one out of three women can expect to be sexually assaulted in their lifetime. In the United States, one forcible rape occurs every seven minutes. Each year, about 90,000 forcible rapes are reported to the police, but it is estimated that almost 90% of all rapes and attempted rapes are not reported.

Each situation is different, making rape prevention especially challenging. Steps can be taken, however, to lessen the chances of being raped. The Rape Aggression Defense System is a program of realistic, self-defense tactics and techniques.

R.A.D. is dedicated to teaching women concepts and techniques against various types of assaults, by utilizing easy, effective, and proven self-defense tactics. The system of realistic defense will provide women with the knowledge to make educated decisions about resistance.

The Bridgewater State University Police Department invites female students and staff to take advantage of the woman's self-defense course that is provided free of charge. The course requires a 12-15-hour commitment from each participant. Certified R.A.D. instructors teach each course; courses are offered every semester or upon request. Classes are generally held in the evenings during the academic year.



*Officer Mello, a trained barber, gives free haircuts in an outreach program.*



*K9 Zach and K9 Mikey at Bridgewater State University Police Station Lobby for BSU pride and spirit week.*

## EMERGENCY PREPAREDNESS

Within the university police department is the Bridgewater State University Emergency Management Unit. This unit is responsible for emergency preparedness including managing the university emergency notification systems, university CERT team, Tabletop Exercises, and full-scale exercises that involve the university and outside public safety partners.



*Firearms Instructors Sergeant David Dean (left) and Detective Lieutenant Joseph Morgan (right) on firearms training. Lt. Morgan is also a Pistol Instructor, FBI Pistol Instructor, SIG Academy Master and a MPTC Pistol Instructor.*

More preparedness information can be found at:

[BSUPD Webpage](#)

Since 2002, the Advanced Law Enforcement Rapid Response Training (ALERRT)™ Program at Texas State University has been used to train law enforcement officers across the nation in how to rapidly respond to dangerous active-threat situations. Over the years we've seen response times shorten and the capabilities of law enforcement increase. As a result of increased public awareness, many citizens have asked what individuals can do to protect themselves and reduce the dangers faced during one of these events. Avoid | Deny | Defend™ has been developed as an easy to remember method for individuals to follow - as we've seen that hiding and hoping

isn't a very effective strategy.

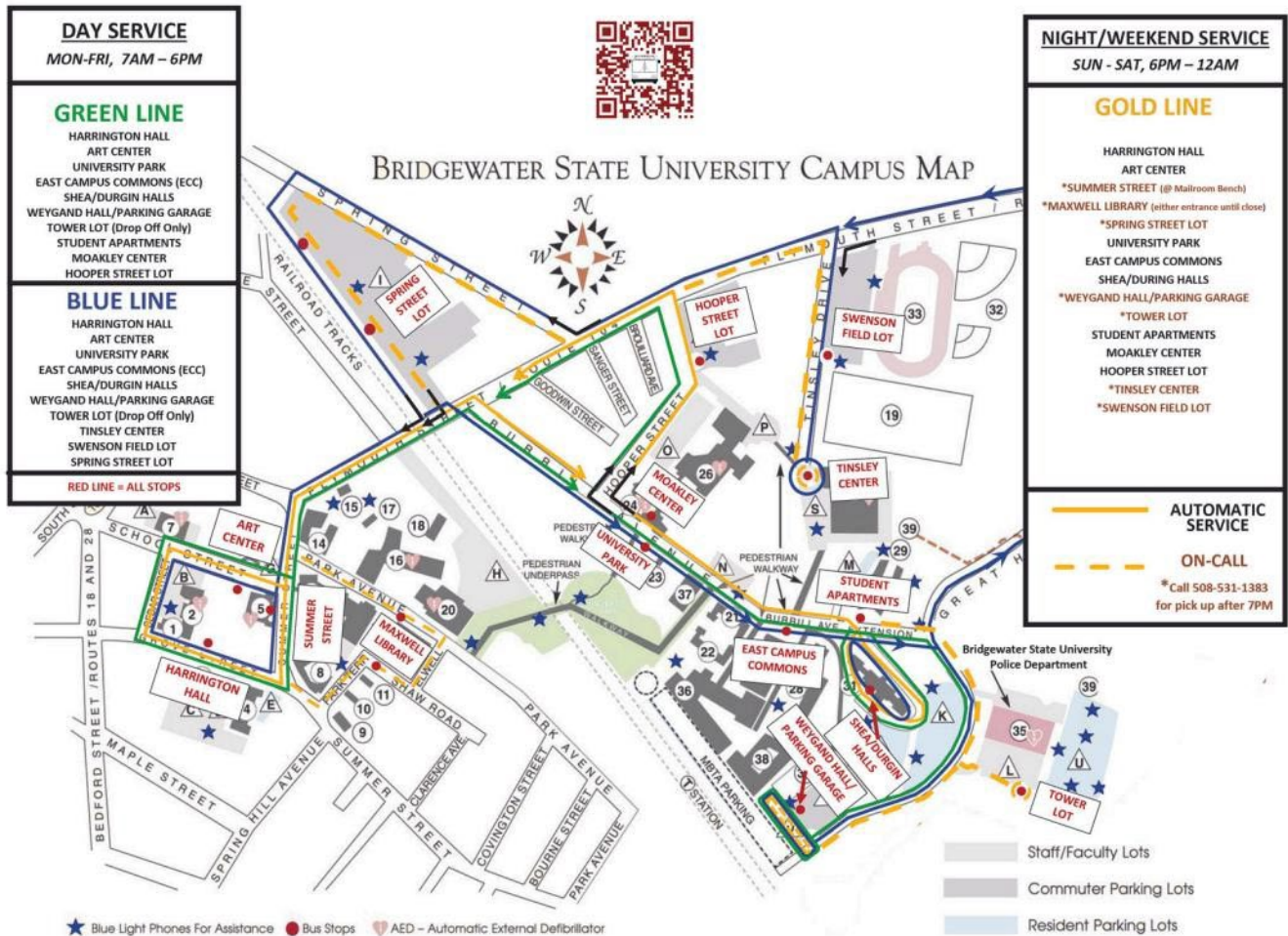
Watch the Avoid | Deny | Defend video below on YouTube (<https://www.youtube.com/watch?v=j0lt68YxLQQ>) for an overview of how to save your life in an active attack event. Always remember - What You Do Matters.

To request a presentation or class on the Civilian Response to Active Shooter Events, class, contact Deputy Chief of Police Michael Froio: [mfroio@bridgew.edu](mailto:mfroio@bridgew.edu)

**BSU TRANSIT and LATE-NIGHT TRANSIT SERVICE****508-531-1383****BSU TRANSIT SERVICE CALENDAR****FALL SEMESTER 2026 & SPRING SEMESTER 2027**

| <h3>Track The Bus</h3> <p>Visit <a href="https://bsutransit.com">bsutransit.com</a> for live bus tracking or the BSU Mobile App</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                             | <h3>Passenger Safety</h3> <ul style="list-style-type: none"> <li>Stand back from curb when bus is approaching</li> <li>Alert driver verbally or press "stop request" (yellow strips or cord) <b>BEFORE</b> reaching desire stop</li> <li>Do <b>NOT</b> cross <b>IN FRONT</b> of the bus</li> <li>Remain behind yellow/white line while bus is in motion</li> </ul> |  | <h3>BSU Transit</h3>   <p><b>Location:</b> Operations Center Room 226<br/> <b>Website:</b> <a href="https://www.bsutransit.com">www.bsutransit.com</a><br/> <b>Phone:</b> 508-531-1383<br/> <b>Hours:</b> MON - FRI 7 AM - 12 AM<br/> SAT - SUN 6 PM - 12 AM</p> |  |                         |  |                    |  |                   |                   |                      |  |              |              |                  |  |                     |                     |                  |  |         |                                |  |  |                                                                                                                                                                                                                                                    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| <h4>ROUTE 28 Brockton Express</h4> <table border="1"> <thead> <tr> <th colspan="2">MON - FRI</th> <th colspan="2">To/From BAT Centre</th> </tr> </thead> <tbody> <tr> <td>Departs Harrington Stop</td> <td></td> <td>Departs BAT Centre</td> <td></td> </tr> <tr> <td>7:00 AM</td> <td>7:30 AM</td> <td></td> <td></td> </tr> <tr> <td>9:00 AM</td> <td>9:30 AM</td> <td></td> <td></td> </tr> <tr> <td>12:30 PM</td> <td>1:00 PM</td> <td></td> <td></td> </tr> <tr> <td>3:05 PM</td> <td>3:30 PM</td> <td></td> <td></td> </tr> <tr> <td>5:30 PM</td> <td>6:00 PM</td> <td></td> <td></td> </tr> </tbody> </table> <p><small>Route 28 operates from Harrington Hall stop at BSU to Brockton's BAT Centre. The bus will also make stops at the Kingswood Village on return route. Passengers may also request drop off or flag down pick-up along Route 28 in Bridgewater and West Bridgewater.</small></p> |                                             | MON - FRI                                                                                                                                                                                                                                                                                                                                                          |  | To/From BAT Centre                                                                                                                                                                                                                                                                                                                                                                                                                     |  | Departs Harrington Stop |  | Departs BAT Centre |  | 7:00 AM           | 7:30 AM           |                      |  | 9:00 AM      | 9:30 AM      |                  |  | 12:30 PM            | 1:00 PM             |                  |  | 3:05 PM | 3:30 PM                        |  |  | 5:30 PM                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 6:00 PM |               |  | <h3>Join Our Team</h3> <p><i>Why Work Here?</i></p> <ul style="list-style-type: none"> <li><b>FREE CDL (COMMERCIAL DRIVER'S LICENSE)</b><br/>CDL costs \$8,000+ and can be used for many job opportunities after graduation! We cover all costs and pay you during training!</li> <li><b>GREAT RESUME BUILDER</b><br/>Management and marketing positions available, gaining students direct experience for their career!</li> <li><b>FLEXIBLE HOURS</b><br/>BSU Transit operates 7 days a week, offering many shifts to work around student's schedules!</li> <li><b>MAKE EXTRA MONEY</b><br/>Opportunities to drive athletic trips, field trips, and event shuttles both on and off campus, as well as paid training opportunities!</li> <li><b>FREE STUDENT PARKING PASS</b><br/>We reimburse you for your commuter or resident parking pass!</li> </ul> <p><i>Who is Eligible?</i></p> <p>Must be currently enrolled as a student at BSU, at least 2 remaining semesters, and held a valid license for at least 1 year.</p> <p><b>Visit <a href="https://bsutransit.com">bsutransit.com</a> and click "Apply Now"</b></p> |                  | <h3>BSU Transit Service Calendar 2026-2027</h3> <table border="1"> <tbody> <tr> <td>Tue 9/1</td> <td>Regular Service Resumes at 6PM</td> </tr> <tr> <td>Wed 9/2</td> <td>First Day of Classes</td> </tr> <tr> <td>Mon 10/12</td> <td>Indigenous Peoples Day - Night Service Only</td> </tr> <tr> <td>Thu 10/15</td> <td>Monday Class Schedule - Regular Service</td> </tr> <tr> <td>Wed 11/11</td> <td>Veteran's Day Observed - Night Service Only</td> </tr> <tr> <td>Wed 11/25</td> <td>Thanksgiving Break - Service Ends at 4PM</td> </tr> <tr> <td><b>11/26 - 11/28</b></td> <td><b>Thanksgiving Break - No Service</b></td> </tr> <tr> <td>Sun 11/29</td> <td>Regular Service Resumes at 6PM</td> </tr> <tr> <td>Fri 12/11</td> <td>Reading Day - Night Service Only</td> </tr> <tr> <td>Fri 12/18</td> <td>Final Exams End - Service Ends at 4PM</td> </tr> <tr> <td><b>12/19 - 1/18</b></td> <td><b>Winter Break - No Service</b></td> </tr> <tr> <td>Tue 1/19</td> <td>Regular Service Resumes at 6PM</td> </tr> <tr> <td>Wed 1/20</td> <td>First Day of Classes</td> </tr> <tr> <td>Mon 2/15</td> <td>Presidents' Day - Night Service Only</td> </tr> <tr> <td>Wed 2/17</td> <td>Monday Class Schedule - Regular Service</td> </tr> <tr> <td>Fri 3/5</td> <td>Spring Break Begins - Service Ends at 4PM</td> </tr> <tr> <td><b>3/06 - 3/13</b></td> <td><b>Spring Break - No Service</b></td> </tr> <tr> <td>Sun 3/14</td> <td>Regular Service Resumes at 6PM</td> </tr> <tr> <td>Mon 4/19</td> <td>Patriots' Day - Night Service Only</td> </tr> <tr> <td>Tue 5/4</td> <td>Reading Day - Night Service Only</td> </tr> <tr> <td>Tue 5/11</td> <td>Final Exams End - Service Ends at 4PM</td> </tr> <tr> <td><b>5/12 - 8/31</b></td> <td><b>Summer Break - No Service</b></td> </tr> </tbody> </table> |                  | Tue 9/1           | Regular Service Resumes at 6PM | Wed 9/2           | First Day of Classes          | Mon 10/12        | Indigenous Peoples Day - Night Service Only | Thu 10/15                                                                                                                                                                                                                                                                                                                                                                                             | Monday Class Schedule - Regular Service | Wed 11/11           | Veteran's Day Observed - Night Service Only | Wed 11/25         | Thanksgiving Break - Service Ends at 4PM | <b>11/26 - 11/28</b> | <b>Thanksgiving Break - No Service</b> | Sun 11/29 | Regular Service Resumes at 6PM | Fri 12/11 | Reading Day - Night Service Only | Fri 12/18                                                                                                                                                                                                                                                                                                                               | Final Exams End - Service Ends at 4PM | <b>12/19 - 1/18</b> | <b>Winter Break - No Service</b> | Tue 1/19  | Regular Service Resumes at 6PM | Wed 1/20  | First Day of Classes | Mon 2/15 | Presidents' Day - Night Service Only | Wed 2/17                   | Monday Class Schedule - Regular Service | Fri 3/5 | Spring Break Begins - Service Ends at 4PM | <b>3/06 - 3/13</b>                        | <b>Spring Break - No Service</b> | Sun 3/14 | Regular Service Resumes at 6PM | Mon 4/19 | Patriots' Day - Night Service Only | Tue 5/4 | Reading Day - Night Service Only | Tue 5/11 | Final Exams End - Service Ends at 4PM | <b>5/12 - 8/31</b> | <b>Summer Break - No Service</b> |
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| Tue 9/1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Regular Service Resumes at 6PM              |                                                                           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| Wed 9/2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | First Day of Classes                        |                                                                           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| Thu 10/15                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Monday Class Schedule - Regular Service     |                                                                           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| Wed 11/11                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Veteran's Day Observed - Night Service Only |                                                                           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| Wed 11/25                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Thanksgiving Break - Service Ends at 4PM    |                                                                           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| <b>11/26 - 11/28</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>Thanksgiving Break - No Service</b>      |                                                                           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| Sun 11/29                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Regular Service Resumes at 6PM              |                                                                           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| Fri 12/11                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reading Day - Night Service Only            |                                                                           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| Fri 12/18                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Final Exams End - Service Ends at 4PM       |                                                                           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| <b>12/19 - 1/18</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>Winter Break - No Service</b>            |                                                                           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| Tue 1/19                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Regular Service Resumes at 6PM              |                                                                           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| Wed 1/20                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | First Day of Classes                        |                                                                           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| Mon 2/15                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Presidents' Day - Night Service Only        |                                                                           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| Wed 2/17                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Monday Class Schedule - Regular Service     |                                                                           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| Fri 3/5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Spring Break Begins - Service Ends at 4PM   |                                                                           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| <b>3/06 - 3/13</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>Spring Break - No Service</b>            |                                                                           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| Sun 3/14                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Regular Service Resumes at 6PM              |                                                                           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| Mon 4/19                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Patriots' Day - Night Service Only          |                                                                           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FRI     |  | 7AM - 6PM                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                  | EAST/WEST/TINSLEY/SPRING ST.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                  |                   |                                | - 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| ALL STOPS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                             |                                                                           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| <b>*Service as Needed*</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                             |                                                                           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| Service Approximately Every 20-25 Minutes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                             |                                                                           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| <h4>Gold Line</h4> <table border="1"> <thead> <tr> <th colspan="2">SUN - SAT</th> <th colspan="2">6PM - 12AM</th> </tr> </thead> <tbody> <tr> <td colspan="4">AUTOMATIC STOPS</td> </tr> <tr> <td>- East Campus</td> <td>- Harrington Hall</td> <td>- Student Apartments</td> <td></td> </tr> <tr> <td>- Commons</td> <td>- Art Center</td> <td>- Moakley Center</td> <td></td> </tr> <tr> <td>- Shea/Durgin Halls</td> <td>- University Park</td> <td>- Hooper St. Lot</td> <td></td> </tr> <tr> <td></td> <td>- Weygand Hall/ Parking Garage</td> <td></td> <td></td> </tr> </tbody> </table> <p>Service Approximately Every 10-15 Minutes</p>                                                                                                                                                                                                                                                             |                                             | SUN - SAT                                                                                                                                                                                                                                                                                                                                                          |  | 6PM - 12AM                                                                                                                                                                                                                                                                                                                                                                                                                             |  | AUTOMATIC STOPS         |  |                    |  | - East Campus     | - Harrington Hall | - Student Apartments |  | - Commons    | - Art Center | - Moakley Center |  | - Shea/Durgin Halls | - University Park   | - Hooper St. Lot |  |         | - Weygand Hall/ Parking Garage |  |  | <h4>Gold Line</h4> <table border="1"> <thead> <tr> <th colspan="2">ON-CALL STOPS</th> </tr> </thead> <tbody> <tr> <td><b>WEST SIDE</b></td> <td><b>EAST SIDE</b></td> </tr> <tr> <td>- Summer St/Mailroom</td> <td>- Tinsley Center</td> </tr> <tr> <td>- Maxwell Library</td> <td>- Swenson Field Lot</td> </tr> <tr> <td>- Spring St. Lot</td> <td>- Weygand Hall/Parking Garage</td> </tr> <tr> <td></td> <td>- Tower Lot</td> </tr> </tbody> </table> <p>CALL 508-531-1383 FOR PICK-UP</p>                                                                                                                                                              |         | ON-CALL STOPS |  | <b>WEST SIDE</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>EAST SIDE</b> | - Summer St/Mailroom                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | - Tinsley Center | - Maxwell Library | - Swenson Field Lot            | - Spring St. Lot  | - Weygand Hall/Parking Garage |                  | - Tower Lot                                 | <h3>Follow BSU Transit</h3>     <p><b>@bsutransit</b></p> |                                         |                     |                                             |                   |                                          |                      |                                        |           |                                |           |                                  |                                                                                                                                                                                                                                                                                                                                         |                                       |                     |                                  |           |                                |           |                      |          |                                      |                            |                                         |         |                                           |                                           |                                  |          |                                |          |                                    |         |                                  |          |                                       |                    |                                  |
| SUN - SAT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                             | 6PM - 12AM                                                                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| AUTOMATIC STOPS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                             |                                                                           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| - East Campus                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | - Harrington Hall                           | - Student Apartments                                                      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| - Commons                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | - Art Center                                | - Moakley Center                                                          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| - Shea/Durgin Halls                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | - University Park                           | - Hooper St. Lot                                                          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| ON-CALL STOPS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                             |                                                                           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| <b>WEST SIDE</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>EAST SIDE</b>                            |                                                                           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| - Summer St/Mailroom                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | - Tinsley Center                            |                                                                           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| - Maxwell Library                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | - Swenson Field Lot                         |                                                                           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| - Spring St. Lot                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | - Weygand Hall/Parking Garage               |                                                                           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## BRIDGEWATER STATE UNIVERSITY CAMPUS MAP BUS STOPS, BLUE LIGHT PHONES & AED'S



For more information and updates:

### [BSU TRANSIT](#)

All vehicles are handicapped accessible. Transit service is free of charge to all students, employees, and guests of Bridgewater State University.

## RESIDENCE HALL SECURITY

Residential Security is a dedicated team within the Office of Residence Life and Housing that ensure safety and security. Residence halls are secured at all times. Access is monitored 16 hours a day, 11 a.m.–3 a.m. Institutional Security Officers (ISOs) are located at Shea, Durgin, Woodward, Scott Halls and the Great Hill Student Apartments. Student Security Officers (SSOs) work at the entrance of all other halls from 5 p.m.–2 a.m.

Security Staff register guests and ensure community safety. Resident students must present their Connect Card each time they enter. Items brought into the residence halls are subject to inspection.

BSU students who do not live in the building must be signed in and present their Connect Card to enter as guests. Non-students, including family and friends, must be signed in and present a valid photo identification from either a passport, state ID, Military ID, driver's license, or liquor ID or they may be denied entrance.

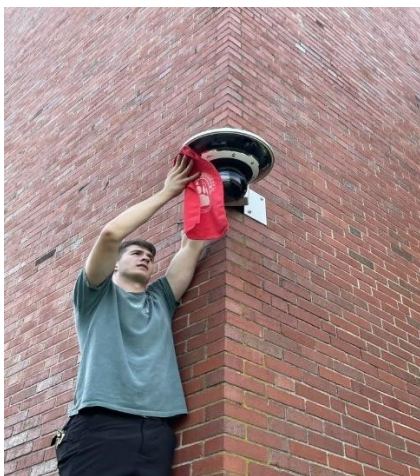
All guests must submit a one-time online guest registration form prior to their first visit. Students looking to host a guest(s) can speed up the sign-in process by pre-signing in their guest(s) through their My Housing account

## UNIVERSITY BLUE LIGHT ASSISTANCE PHONES

There are 94 blue light communication towers throughout campus. With the push of a button the user can communicate directly with the University Police Communications Center. The location of each tower is digitally displayed to the University Police Communication Center. Upon receiving notification from the blue light phone, BSU police officers will respond immediately to the location and render aid.

## UNIVERSITY VIDEO SURVEILLANCE CAMERAS

Bridgewater State University seeks to enhance public safety and security by utilizing video surveillance cameras, in a professional and ethical manner, in select locations on campus. The Bridgewater State University Police Department works closely with the Information Technology Networking Division to maintain the camera system. Cameras are used to monitor open spaces through the campus, as well as select interior spaces within university buildings. The university is committed to expanding and upgrading the existing camera systems. As of August 2024, the university has approximately 138 cameras providing views of 269 areas.



*IT Personnel Brady Callahan, Mathew Goddard, and Travis Rebello helping to maintain cameras.*

## **RESPONSE TO MEDICAL EMERGENCIES**

All Bridgewater State University police officers are trained as First Responders in emergency medical care. Several officers are trained on the Emergency Medical Technician (E.M.T.) level in emergency medical care. All patrol vehicles are equipped with E.M.T. emergency equipment, oxygen, as well as automatic defibrillators and Narcan.

## **STATEMENT OF POLICY CONCERNING FACILITY SECURITY AND ACCESS**

### **Administrative and Academic Building Security & Access**

Academic and administrative buildings are typically open and accessible during normal business hours. Bridgewater State University utilizes a state-of-the-art card access system using an ID card called a “Connect Card” and secondary locking devices in most of its campus buildings. Officers conduct routine patrols of academic and administrative buildings to monitor and maintain security protocols.

### **Residential Facilities Security Access**

Typically, residential facilities are only accessible to building residents and their authorized guests. Residents are helpful in maintaining a safe living environment if they avoid allowing unknown individuals to follow them into the building. Housing Staff members and BSUPD officers routinely patrol residential facilities to observe and report any security related matters. The Connect Card is the official Bridgewater State University identification card. Students, faculty, staff, and other campus community members are eligible to obtain Connect Cards. Students must be registered for classes and provide a photo ID (such as a driver's license) to obtain a card.

These systems help ensure that only faculty, staff, students, and guests with proper authorization are allowed to enter university facilities. Individuals found on university property without a legitimate purpose are directed to leave campus; failure to comply with a warning will result in arrest for trespassing.

## **POLICY ADDRESSING SECURITY CONSIDERATIONS USED IN THE MAINTENANCE OF UNIVERSITY FACILITIES**

Bridgewater State University is committed to maintaining a safe physical campus. The campus is maintained by Facilities Management in a manner that minimizes hazardous conditions, by providing well-lit walkways and parking areas. Additionally, BSUPD works closely with Facilities Management to promptly address malfunctioning door locks, burned out lights or other issues relating to physical security. Facilities Management may be contacted by telephone at 508-531-1296.

## **STATEMENT OF POLICY FOR ADDRESSING CRIMINAL ACTIVITY NON—CAMPUS LOCATIONS**

Criminal activity occurring off-campus is addressed by the appropriate law enforcement agency having jurisdiction where the crime occurs. Bridgewater State University has entered into an agreement with the town of Bridgewater to hold students accountable for their off-campus behavior. When a Bridgewater State University student is involved in an off-campus offense, BSU police officers may assist with the investigation in cooperation with local, state, or federal law enforcement. Bridgewater Police routinely work and communicate with BSU officers on any serious incidents occurring on-campus or in the immediate neighborhood and business areas surrounding campus. Bridgewater State University operates no non-campus housing or non-campus student organization facilities. However, many graduate students and some undergraduate students live in the neighborhoods surrounding Bridgewater State University. While the town of Bridgewater Police have primary jurisdiction in all areas off campus, Bridgewater State University officers can and do respond to student-related incidents that occur in close proximity

to campus. Bridgewater State University officers have direct radio communications with the town police, fire department, and ambulance services to facilitate rapid response in any emergency situation. The university holds a reciprocal agreement with the town of Bridgewater to forward all police reports involving Bridgewater State University students to the Bridgewater State University Police Department for the recording of criminal conduct and may be shared with the Office of Student Conduct where further administrative action may be taken.

### **Off-Campus Residences & The Office of Off-Campus and Commuter Student Services**

Non-university apartment complexes, condominium communities, and other multi-family dwellings pose unique safety challenges. Because of the natural turnover of many residents in rental property, students must make an extra effort to be aware of their surroundings. This includes knowledge of the measure's landlords have taken on behalf of resident safety. The office of Off-Campus and Commuter Services is located in the RSU Room 007. They offer programs and services that advocate for current and perspective off campus and commuter student needs, educate about off-campus living and increase involvement within the university. For more information, please contact Shelly Keniston, Director at 508-531-2565 or email to [offcampus@bridgew.edu](mailto:offcampus@bridgew.edu)

### **STATEMENT OF POLICY ADDRESSING ALCOHOL, ILLEGAL DRUGS AND SUBSTANCE ABUSE EDUCATION**

The university has established regulations pertaining to the possession and consumption of alcoholic beverages and the possession, use, distribution and sale of illicit drugs and paraphernalia. These standards conform to state and federal laws, and enhance the health, safety, property, and educational interests of all members of the university community.

Health risks associated with alcohol and other drug consumption include impaired judgment, vision, speech, coordination, memory, sensation, and perception. Long-term use of alcohol and other drugs can negatively impact many of the body's systems and cause physical and psychological dependence. In accordance with the Drug-Free Schools and Communities Act, Amendments of 1989 (P.L. 101-226 20 U.S.C. § 1145g), university regulations and laws pertaining to alcoholic beverages and the possession, use, distribution, and sale of illicit drugs shall be strictly and consistently enforced. Any violation of the University's Code of Student Conduct or violation of federal, state, or local laws shall subject the offender to the university disciplinary process and criminal prosecution. This policy pertains to alcohol and other drug use behaviors in residence halls and university apartments. All members of the university community, including students not residing on campus, are responsible for obtaining and adhering to this policy while in university-approved housing.

The Code of Student Conduct can be found at:

<https://handbook.bridgew.edu/PoliciesProcedures>

### **ALCOHOL AND DRUG FREE CAMPUS STATEMENT**

The inappropriate or illegal use of alcohol and other drugs at Bridgewater State University, on university property or at university activities is harmful not only to the individuals involved, but to the university community as a whole. Drug and alcohol abuse impair the safety and health of students and employees, inhibits the personal and academic growth of students, lowers the productivity and quality of work performed by employees and undermines the public's confidence in the university. Only in an environment free of substance abuse can BSU fulfill its mission of developing the professional, social, cultural, and intellectual potential of each member of this community.

The unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on university property or as a part of any university activities is strictly prohibited.

All members of the BSU community are responsible for familiarizing themselves with the policies contained in the BSU student handbook. Everyone in the campus community is urged to reflect carefully and seriously on their personal responsibility concerning substance use. Further, all members are encouraged to demonstrate care and concern for others through timely intervention, support, and referral.

### **Alcohol Policy**

Bridgewater State University has created and enacted this policy to emphasize individual and shared responsibility, healthy and informed decision-making, and to promote and maintain a responsive, caring learning environment. The Alcohol Policy has been established to support the safe and legal use of alcohol. The Alcohol Policy both (1) identifies actions the University does not support in an effort to prevent harmful situations resulting from the irresponsible and/or illegal use of alcohol; and (2) provide guidelines to support safe and legal use of alcohol for all university constituents. The consequences of college drinking can be significant and more destructive than commonly realized according to the 2012 study done by the National Institute on Alcohol Abuse and Alcoholism (NIAAA).

Research indicates that alcohol use during the teenage years could interfere with normal adolescent brain development and increase the risk of developing an Alcohol Use Disorder (AUD). In addition, underage drinking contributes to a range of acute consequences, including injuries, sexual assaults, and even deaths.

### **Policy Statement**

As members of the university community, students have an obligation to uphold The Student Code of Conduct as well as obey all federal, state, and local laws. Bridgewater State University has established the following policy requirements that define illegal alcohol use (including being under the influence), possession, sale, or distribution of alcoholic beverages [CC1].

Bridgewater State University prohibits the possession, consumption, storage, or service of alcohol by students except at the Great Hill Student Apartments by apartment residents and their guests who are 21 years of age or older, or at approved or licensed locations. Alcohol may only be transported (not being consumed, stored, or served) to the Great Hill Student Apartments by apartment residents. Guests are not permitted to bring alcohol onto the Bridgewater State University campus regardless of their age. This includes guests of students residing in the Great Hill Student Apartments.

In areas other than approved or licensed locations, all persons are prohibited from being present where there are alcoholic beverage containers, whether those containers are full, partially full, or empty.

Except for employment or other permissive purposes, students under the age of 21 may not be in the presence of alcohol or alcohol containers.

Public intoxication is prohibited. Public intoxication is defined as any intoxication which causes a disturbance or is dangerous to self, others, or property or in any way requires the attention of university staff, police, or medical personnel. Bridgewater State University Police and other university officials will monitor and strictly enforce these policies.

### Sanctioning

The information provided in the chart below is to highlight possible consequences for specific violations of the university's alcohol policy. Generally, the influence of drugs and/or alcohol on a student's judgment or behavior will not be accepted as a mitigating factor with respect to the resolution of an act of misconduct. This applies to all persons regardless of age. The unique circumstances of the incident will be reviewed in detail before a decision is rendered. Sanctions are determined on a case-by-case basis and are designed to help students consider their responsibility as members of the university community.



*BSU Student participates in Fatal Vision alcohol awareness program.*

| ALCOHOL AND DRUG FREE CAMPUS STATEMENT AND SANCTIONS                                                                  |                                                                                                                                                                                                    |                                                                                                                                                                                                                    |
|-----------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| VIOLATIONS                                                                                                            | SANCTION EXAMPLES BASED ON PRECEDENT (FOR RESIDENTS)                                                                                                                                               | SANCTION EXAMPLES BASED ON PRECEDENT (FOR COMMUTERS)                                                                                                                                                               |
| <b>ALCOHOL</b><br>First time in the presence of/possession of decorative alcohol containers                           | <ul style="list-style-type: none"> <li>Warning</li> </ul>                                                                                                                                          | <ul style="list-style-type: none"> <li>Warning</li> </ul>                                                                                                                                                          |
| <b>ALCOHOL</b><br>First use/possession<br>Second in presence of                                                       | <ul style="list-style-type: none"> <li>University Sponsored Alcohol Education Program</li> <li>Warning</li> <li>Community Restitution Project</li> </ul>                                           | <ul style="list-style-type: none"> <li>University Sponsored Alcohol Education Program</li> <li>Warning</li> <li>Community Restitution Project</li> </ul>                                                           |
| <b>ALCOHOL</b><br>Second Use, Possession, Subsequent in the presence of                                               | <ul style="list-style-type: none"> <li>University Sponsored Alcohol Education Program</li> <li>Housing Probation</li> </ul>                                                                        | <ul style="list-style-type: none"> <li>University Sponsored Alcohol Education Program</li> <li>Restrictions Regarding Access to Residence Halls</li> </ul>                                                         |
| <b>ALCOHOL</b><br>Subsequent Use/Possession                                                                           | <ul style="list-style-type: none"> <li>University Sponsored Alcohol Education Program (if applicable)</li> <li>Residence Hall Suspension</li> <li>University Probation</li> </ul>                  | <ul style="list-style-type: none"> <li>University Sponsored Alcohol Education Program (if applicable)</li> <li>Permanent Restrictions regarding access to residence halls</li> <li>University Probation</li> </ul> |
| <b>ALCOHOL</b><br>Alcohol violations requiring medical intervention.                                                  | <ul style="list-style-type: none"> <li>University sponsored Alcohol Education Program</li> <li>Warning</li> </ul>                                                                                  | <ul style="list-style-type: none"> <li>University Sponsored Alcohol Education Program</li> <li>Warning</li> </ul>                                                                                                  |
| <b>ALCOHOL</b><br>Second alcohol violation requiring                                                                  | <ul style="list-style-type: none"> <li>University Sponsored Alcohol Education Program</li> <li>Housing Probation</li> </ul>                                                                        | <ul style="list-style-type: none"> <li>University Sponsored Alcohol Education Program</li> <li>Restrictions Regarding Access to the residence halls.</li> </ul>                                                    |
| <b>ALCOHOL</b><br>Subsequent alcohol violations requiring medical intervention                                        | <ul style="list-style-type: none"> <li>Temporary Residence Hall Suspension</li> <li>University Probation</li> </ul>                                                                                | <ul style="list-style-type: none"> <li>Restrictions regarding access to the residence halls</li> <li>University Probation</li> </ul>                                                                               |
| <b>ALCOHOL</b><br>Purchasing, distributing, or selling alcoholic beverages for students or guests under the age of 21 | <ul style="list-style-type: none"> <li>University Sponsored Alcohol Education Program (if applicable)</li> <li>Sanctions ranging from temporary residence hall suspension to expulsion.</li> </ul> | <ul style="list-style-type: none"> <li>University Sponsored Alcohol Education Program (if applicable)</li> <li>Sanctions ranging from restrictions to residence halls to expulsion.</li> </ul>                     |

| ALCOHOL AND DRUG FREE CAMPUS STATEMENT AND SANCTIONS continued                                   |                                                                                                                                                                                             |                                                                                                                                                                                              |
|--------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| VIOLATIONS                                                                                       | SANCTION EXAMPLES BASED ON PRECEDENT (RESIDENT)                                                                                                                                             | SANCTION EXAMPLES BASED ON PRECEDENT (COMMUTER)                                                                                                                                              |
| <b>OUI</b><br>No prior conduct, history, no damage, no injury, but had passengers in the vehicle | <ul style="list-style-type: none"> <li>University Sponsored Alcohol Education Program (if applicable)</li> <li>Temporary residence hall suspension</li> <li>University probation</li> </ul> | <ul style="list-style-type: none"> <li>University Sponsored Alcohol Education Program (if applicable)</li> <li>Temporary residence hall restriction</li> <li>University probation</li> </ul> |
| <b>OUI</b><br>Prior conduct history (Not currently on Disciplinary Probation) or property damage | <ul style="list-style-type: none"> <li>University Sponsored Alcohol Education Program (if applicable)</li> <li>Probation suspension</li> </ul>                                              | <ul style="list-style-type: none"> <li>University Sponsored Alcohol Education Program (if applicable)</li> <li>University suspension</li> </ul>                                              |
| <b>OUI</b><br>Currently on disciplinary probation or personal injury                             | <ul style="list-style-type: none"> <li>University Expulsion</li> </ul>                                                                                                                      | <ul style="list-style-type: none"> <li>University Expulsion</li> </ul>                                                                                                                       |
| <b>OUI</b><br>Causing another's death or significant injury                                      | <ul style="list-style-type: none"> <li>University expulsion</li> </ul>                                                                                                                      | <ul style="list-style-type: none"> <li>University expulsion</li> </ul>                                                                                                                       |

### Releases of Information

In accordance with the Family Educational Rights and Privacy Act (FERPA), and the university's Parent/Guardian Notification Policy, the university may release information to parents/guardians without the consent of the eligible student, when the student is under the age of 21 and has violated any law or policy concerning the use or possession of alcohol or a controlled substance. The Office of Community Standards sends notification letters to parents of students under the age of 21 who have violated the Alcohol and/or the Drug Free Policies. The letter indicates that the student was found responsible for a violation and encourages the parents/guardians to discuss the matter with their student. The Office of Community Standards will not provide specific information to parents/guardians regarding the incident or the student's conduct history without a signed release from the student.

### Amnesty Procedures

The university recognizes that students may be hesitant to report sexual violence, sexual harassment, gender based harassment, domestic violence, dating violence, stalking, or retaliation out of concern that they, or witnesses, might be charged with violations of the alcohol or drug policies. While the university does not condone such behavior, we place a priority on the need to address sexual violence and misconduct. Accordingly, university officials may elect not to pursue disciplinary proceedings against a student who, in good faith, reports, witnesses, or possesses personal knowledge of sexual violence, sexual harassment, gender-based harassment, domestic violence, dating violence, stalking, or retaliation.

Similarly, the university recognizes that there may be alcohol or drug-related medical emergencies or other safety emergencies in which the potential for disciplinary action could act as a deterrent to students who want to seek assistance for themselves or others. When a student aids an intoxicated or impaired individual by contacting the Bridgewater State University Police or Residence Life staff, it is up to the discretion of the Director of Community Standards, or designee, to determine if any involved parties, Student Organizations, or Unrecognized Student Organizations will be subject to disciplinary action. This does not preclude disciplinary action regarding other

violations of university standards such as causing or threatening physical harm, damage to property, harassment, hazing, or violations of the Title IX Sexual Harassment Policy. Students who are transported to a local hospital, placed in protective custody, or evaluated as a result of the abuse of alcohol or other drugs will be contacted by a university official to meet to discuss the incident.

***Groups who want to sponsor an event with alcohol on or off campus must adhere to the following guidelines:***

**Serving alcoholic beverages at university events**

All recognized groups who want to sponsor an event with alcohol on campus must meet with and secure the approval of the Director of University Services at least 45 days prior to the event. Approval forms are available from, and are facilitated by, the University Events and/or University Services. Alcohol may be served on campus or at university-sponsored events only under licensed conditions.

**Alcohol at events sponsored by student organizations.**

University-recognized Student Organizations may request permission to serve alcohol at student events through the Center for Student Engagement. Student Organizations must obtain the approval of their assigned program advisor prior to submitting a request with the Center for Student Engagement.

**On-campus events:** Student Organizations seeking to hold an event with alcohol in another campus facility may request that a one-day license be obtained. A minimum of 45 days' notice is required to process requests.

**Off-campus events:**

Student Organizations may only hold functions/events with alcohol at an off-campus venue with a permanent license for alcohol service.

***The following guidelines apply to the service of alcohol at student events:***

- Student Organization sponsored functions/events may only serve alcohol in facilities or locations licensed for alcohol beverage service.
- All individuals attending the event must be of legal drinking age. Student Organizations may request an exception to this guideline if the alcohol server has acceptable procedures for separating individuals of age from those who are underage.
- The license holder assumes all responsibility for serving alcohol, including checking proper age identification, and may not delegate this responsibility to the event sponsor.
- Student Organizations may not give alcohol away or include complimentary drinks in the ticket price of an event. Distribution of alcohol at the event must be on a cash sales basis to the individual who will consume the alcohol.
- Alcohol may not be the primary focus of the event.
- Student organizations may not use university or organization funds to purchase alcoholic beverages for the event.
- Only BSU students and their invited guests may attend the event. The Student Organization may only advertise the event to the BSU community.
- Ample food and non-alcoholic beverages must be readily available during the entire event.
- The Organization's adviser or an alternative faculty/staff member must be present for the duration of the event.

- A police detail or hired private security in conjunction with the host establishment must be present for the duration of the event.

### ALCOHOL AND YOUR HEALTH

As educators in support of the university's mission, we seek to create a safe environment that encourages and supports the personal and professional development of all members of the university community. Alcohol's effects on the brain and body depend on the rate and frequency of consumption, as well as other factors including age, gender, and overall health. Excessive use of alcohol may negatively affect your personal health, academic or workplace performance, or personal relationships. Alcohol use is also a leading cause of unintentional injury and may lead to problems with university or other authorities. For more information about the impact of alcohol on your health, or to examine your pattern of alcohol use, please read [Rethinking Drinking](#) or contact any of the following resources listed below.



*Pictured Left to Right in No-Shave-November: Staff Sergeant David Cardella, Sergeant David Dean, Community Liaison Sergeant Connor McLernon, Chief Glen Anderson, Deputy Chief Michael Froio and Sergeant Joal Hayes with K9's Zack and Mikey.*

| ON CAMPUS RESOURCES                                                                                                       | OFF CAMPUS RESOURCES                                                                                                                                   |
|---------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>COUNSELING CENTER</b><br>Weygand Hall<br>508-531-1331<br><a href="#">BSU Counseling Services</a>                       | <b>BRIDGEWATER POLICE DEPARTMENT</b><br>220 PLEASANT STREET<br>NON-EMERGENCY: 508-697- 6118<br>EMERGENCY: 911                                          |
| <b>HEALTH SERVICES/BSU WELLNESS CENTER</b><br>Weygand Hall Rm 1110<br>508-531-1252<br><a href="#">BSU Health Services</a> | <b>GOSNOLD COUNSELING</b><br><b>Behavioral Health and Substance Abuse</b><br>508-584-5190<br><a href="#">Gosnold Counseling</a>                        |
| <b>OUTREACH EDUCATION</b><br>Weygand Hall<br>508-531-2200                                                                 | <b>COMMUNITY COUNSELING OF BRISTOL COUNTY</b><br>508-823-5400<br><a href="#">Community Counseling of Bristol County</a>                                |
| <b>OFFICE OF COMMUNITY STANDARDS</b><br>DiNardo Hall Room 133<br>508-531-6177<br><a href="#">BSU Community Standards</a>  | <b>MASSACHUSETTS SUBSTANCE USE HELPLINE</b><br>800-327-5050 <a href="https://helplinema.org/">https://helplinema.org/</a>                              |
| <b>BSU POLICE DEPARTMENT</b><br>200 Great Hill Dr Bridgewater, MA<br>508-531-1212<br><a href="#">BSU Police</a>           | <b>PLYMOUTH COUNTY DISTRICT ATTORNEY</b><br>166 Main Street Brockton, MA<br>508-584-8120<br><a href="#">Plymouth County District Attorney's Office</a> |
| <b>DIVISION OF STUDENT AFFAIRS AND ENROLLMENT MANAGEMENT</b><br>Boyden Hall Room 106<br>508-531-1276                      | <b>SUBSTANCE ABUSE AND MENTAL HEALTH SERVICES ADMINISTRATION NATIONAL HELPLINE</b><br>1-800-662-4357 (HELP)<br><a href="#">SAMHSA RESOURCES</a>        |

## DRUG FREE POLICY

BSU has a no-tolerance Drug Policy. Illegal drugs are prohibited on the property of Bridgewater State University and at all University sanctioned events, wherever located. The university will enforce all applicable laws concerning illegal drugs. In addition, the possession of drug paraphernalia is prohibited. When illegal drug use is suspected, when the university is notified of illegal drug use, or when persons are apprehended in the presence of, in possession of, using or selling illegal drugs, appropriate steps will be taken to determine the facts involved, provide for appropriate due process, and proceed to a just conclusion. Persons determined by the university police to be in possession of, using or selling illegal drugs may be prosecuted and/or referred for university disciplinary action.

Suspected violators of the drug policy are subject to immediate suspension from the university or any area thereof pending completion of due process as outlined in this handbook. If following due process, the suspected violator is found responsible, he or she may be subject to disciplinary action up to and including expulsion from the university and will also be subject to criminal prosecution under applicable laws.

The following policy information applies to all employees of the university, including student employees: In accordance with the Federal Drug Free Workplace Act of 1988 and the Federal Drug Free Schools and Communities Act of 1989, the following employee policy on drugs and alcohol has been established:

- An employee of BSU shall not unlawfully manufacture, distribute, possess, or use controlled substances or alcohol on university property or in conjunction with any university activity, whether work related or nonwork related.
- Alcohol may not be served at any university sponsored employee activity without the approval of the director of administrative support services.

- An employee convicted for violating a drug statute on university property during any university sponsored activity, whether the violation occurred while engaged on work-related activities or not, must report that conviction to the assistant vice president of human resources within 5 days.
- If the employee's position is fully or partially federally funded, the university will notify the federal grantor that the employee has been convicted within 10 days of notification.

**The following applies specifically to student employees:**

Any student who is also employed in any capacity by the university, as a condition of such employment, will abide by the alcohol and other drug policies outlined in this handbook. Student employees will notify the vice president of human resources within five days of being convicted of violating a criminal drug statute on university property or during any university sponsored activity, whether the violation occurred while engaged in work-related activities or not. If the student's employment is federally funded, the university will notify the grantor agency that the student employee has been convicted within 10 days of notification.

**The following sanctions apply to all employees (including student employees):**

- An employee who violates the policy will be subject to disciplinary action.
- For unit employees, such disciplinary action will be in accordance with the relevant provisions of the applicable collective bargaining agreement.
- Disciplinary action may include suspension from employment, mandatory participation in an alcohol/drug abuse assistance or rehabilitation program as a condition of continuing employment, or termination of employment.

Any violations of criminal laws will also be reported to the appropriate law enforcement agency for prosecution. For detailed descriptions of different drugs and their effect, see:

[Health Risks of Alcohol and Other Drugs](#) in the **Right-to-Know** Information section of this handbook. For the legal ramifications of drug use, see:

[Legal Risks of Alcohol and Drugs](#) in the **Right-to-Know** Information section.

### **Health Risks of Alcohol and Other Drugs**

Alcohol is a depressant that is absorbed into the bloodstream and transmitted to all systems in the body. Even light to moderate doses reduce physical coordination and mental alertness, making activities such as sports and driving dangerous. Moderate doses of alcohol cause staggering, slurred speech, double vision, mood swings and unconsciousness. Persistent impotence and loss of libido as well as hepatitis, esophagitis and pancreatitis may occur with heavy alcohol use. Long-term alcohol use increases the risk of liver disease, heart disease, peptic ulcers, certain types of cancer, complicated pregnancies, birth defects and brain damage. Heavy or binge drinking may even result in respiratory depression and death. Alcohol use can also cause mood changes and loss of inhibitions as well as violent or self-destructive behavior. Alcohol may produce a strong psychological dependence and can create a physiological addiction that is dangerous. Alcohol is a contributing factor in many accidents and tragedies.

Blood-alcohol content refers to the amount of alcohol in an individual's bloodstream. A person's size, gender, weight, fat content and amount of food in the stomach will affect the absorption of alcohol in the bloodstream.

The predominant factor in absorption is the metabolism of alcohol by the liver. When alcohol enters the bloodstream, 95 percent is metabolized by the liver and 5 percent is excreted in breath, sweat and urine. The liver takes about one hour to metabolize one drink. Remember, just one drink can impair your skills and judgment. It is risky to operate any machinery or engage in any activity that requires concentration and alertness after drinking any amount of alcohol.

*One drink is 12 oz. of beer, 1 1/4 oz. of 80 proof liquor, or 4 oz. of wine.*

You can receive a BAC chart for your weight and gender by stopping at Outreach Education - Alcohol/Drug Program in Weygand Hall.

### **Getting Help**

There are many resources available for students, staff or faculty experiencing problems with alcohol or drug abuse. If you want help or have questions, contact one of the following sources:

#### **On Campus Resources/Referrals:**

- **BSU Counseling Center**  
Weygand Hall Room 1110, 351 Great Hill Dr Bridgewater, MA  
508-531-1331  
[BSU Counseling Services](#)
- **Health Services**  
Weygand Hall Room 1110, 351 Great Hill Drive Bridgewater, MA  
508-531-1252  
[BSU Health Services](#)
- **Human Resources**  
Boyden Hall Room 103, 131 Summer Street Bridgewater, MA  
508-531-1324  
[BSU Human Resources](#)

#### **Off-Campus Resources/Referrals:**

- **Al-Anon** (for anyone affected by someone else's drinking)  
1-888-425-2666 [Al-Anon](#)
- **Alcoholics Anonymous Central Service Committee of Eastern Massachusetts**  
617-426-9444 AA of Boston  
[Alcoholics Anonymous Boston Area](#)
- **Massachusetts Substance Abuse Information and Education Helpline**  
1-800-327-5050  
[MA Substance Abuse Information & Education](#)

**"Getting hooked"** on a substance can be as subtle as a cup of coffee "to start the day" or a drink to "unwind." Either way, you are still depending on that substance to alter your mood. A lot of people find it difficult to tell the difference between social drinking, problem drinking and alcoholism.

Substance abuse develops through a pattern of several stages. The more of these signs a person exhibits the more severe the problem.

During social drinking alcoholic beverages are consumed in moderation - a glass of wine at dinner, a beer or two at a party.

Problem drinking generally involves occasional to frequent consumption to intoxication; difficulty with relationships; becoming sick/hung over; beginning of psychological dependence; the need to drink to have fun; aggression/ getting in fights; missed or skipped classes.

**Early-stage dependency** generally involves frequent drinking to intoxication; occasional solitary drinking; drinking at inappropriate times; blackouts - forgetting all or part of what happened while drinking; difficulty with stopping after the first drink; drinking to escape problems, relieve tension, anxiety, and inhibitions.

**Middle stage dependency** generally involves difficulty in achieving an alcohol induced high regardless of quantity consumed; drinking in secret; lying about amount consumed; avoiding talking about alcohol and getting upset if someone brings up the subject; guilt feelings; increased blackouts; possible drinking in the morning or alone.

**Late-stage dependency** generally involves drinking as the person's primary activity, symptoms include: consistent heavy drinking; further denial of drinking activity and alibis for behavior; pressure from family and friends to stop drinking; work, financial and legal problems; guilt and remorse; development of other health problems such as ulcers, frequent colds, skin problems, liver problems, etc.

#### **Other Drugs:**

**Cocaine**, a central nervous system stimulant, is very addictive. The odorless, white powder comes in various forms, "crack" being one of the most popular. Cocaine creates a high in the user, which causes alertness, excitement, talkativeness, overconfidence, and a lessened need for sleep. After the high, the "crash" occurs including depression, restlessness, anxiety, and impaired concentration. Repeated use of cocaine will lead to addiction and other complications including heart failure, family, school, and financial problems.

**Hallucinogens** include LSD (D-lysergic acid diethylamide), DMT (dimethyltryptamine), mescaline, mushrooms (psilocybin), Ecstasy, angel dust and PCP. They cause increased pulse rate and blood pressure, tearing of the eyes, visual hallucinations, illusions, sensory confusion and altered time perception. The most common adverse effect is a panic reaction. Extreme agitation or delirium may occur. Some people have psychotic episodes or flashbacks, which may occur long after use. The major danger from this group of drugs is markedly impaired judgment with hallucinations, predisposing the individual to accidents and bizarre behavior that can result in death.

**Marijuana** can cause psychological dependence. It produces a feeling of relaxation, mild euphoria, and increased heart rate. However, altered perceptions and sensations can make a person more prone to accidents, making driving a substantial risk. An adverse effect of the drug is an acute panic reaction. High doses may cause hallucinations, paranoia, and delirium. Male chronic users can experience impaired production of male hormones, causing breast enlargement and a reduced sperm count. Female chronic users can have egg damage, suppression of ovulation, disrupted menstrual cycles and altered hormone

levels. The tars and other gases in the smoke increase the risk of respiratory diseases and lung cancer, similar to those related to nicotine.

**Opiates** include heroin, morphine, Demerol, and Percodan, among other drugs. They produce euphoria, drowsiness, and respiratory depression. Over dosage causes coma, respiratory arrest, and death. The physiological addiction is very strong; tolerance and dependence develop quickly, requiring higher doses to produce an effect. Because these drugs are often injected, use of shared or unclean needles and syringes may result in Hepatitis B infection and HIV/AIDS, as well as endocarditis, an infection of the heart muscle; all may result in death.

**Prescription drugs** such as tranquilizers, barbiturates and depressants are legal for the prescribed user and can often be the first abused drugs. Even in small amounts, these drugs' slow reaction time and interfere with judgment. Alcohol use greatly increases the effects of these drugs and can cause a fatal overdose when combined with prescription drugs.

**Steroids** are used by some people to increase their body's performance. Although performance is temporarily increased, the side effects are very harmful to the body. Long term effects include heart, kidney and liver trouble, high blood pressure, diabetes, poor healing after injury, muscle and tendon tears and psychological problems with aggression and depression. Short-term effects include impotence, balding, acne, decreased hormone levels and psychological problems such as increased aggressive behavior. Steroids may temporarily enlarge the body muscles, but without constant use and exercise, the muscles will decrease quickly.

### **Legal Risks of Drugs and Alcohol**

The legal risks of illegal drug and alcohol use are severe.

**Underage (21) Possession of Alcohol:** Can be arrested, subject to \$50 fine (\$150 for subsequent offenses) and mandatory three- month license suspension.

**Possession and use of Marijuana:** Can be ticketed and fined \$100. Possession of Cocaine: (Crack, etc.) Can be arrested with imprisonment for up to one year, a fine up to \$1,000, or some combination. Potential for loss of license up to five years.

**Possession of Marijuana with Intent to Distribute:** Can be arrested with imprisonment for up to two years or a fine of up to \$5,000. Potential for loss of license for up to five years. Subsequent offenses could lead to imprisonment for not less than one year and/or a fine of up to \$10,000.

**Possession of Cocaine: (Crack, etc.) with Intent to Distribute:** Can be arrested with imprisonment for up to 10 years or a fine of up to \$10,000. Potential for loss of license for up to five years.

**Operating Under the Influence:** Can be arrested with a fine up to \$5,000 or imprisonment up to two and one-half years, or some combination. License can be suspended or revoked. If you register a .08 or over (.02 for under 21), a police officer will immediately take your license.

**Driving with an Open Container:** Can be fined from \$100 to \$500.

**Forgery or Alteration of Massachusetts Driver's License or Possession of Altered Document:** Can be arrested with a fine up to \$500, imprisonment up to five years or some combination. Loss of license for one year.

**Underage (21 Purchase or Attempted Purchase of Alcohol:** Subject to \$300 fine and 180-day suspension.

**Purchasing Alcohol for Minors:** A fine up to \$2,000, imprisonment up to one year or some combination.

## STATEMENT OF POLICY ON HAZING

### HAZING POLICY Overview

All forms of hazing are prohibited at Bridgewater State University. The University adheres to and enforces Massachusetts General Law chapter 269, secs. 17-19, prohibiting the practice of hazing. Students and/or student organizations, teams, or groups who fail to comply with the hazing law or this policy will be subject to provisions outlined in The Student Code of Conduct and disciplinary sanctions imposed thereunder, in addition to possible criminal charges. Other community members who fail to comply with the hazing law or this policy will be subject to other disciplinary procedures.

### Applicability

This policy covers all University students, faculty, staff, vendors, contractors, visitors, volunteers, and all other affiliated or nonaffiliated persons, and all student organizations, teams, and groups.

### Policy Rationale

Bridgewater State University is first and foremost an educational institution. Its hazing policy, prevention efforts, and response procedures for hazing incidents, must grow from, and embody this educational mission. Membership in organizations, teams, and other groups can increase leadership and service potential; provide athletic, recreational, intellectual, and spiritual opportunities; and otherwise contribute positively to personal and social development. However, when membership is linked with involvement in hazing activities, the educational purpose of the endeavor is compromised and can endanger the health and safety of students or other university community members.

Hazing is therefore prohibited at Bridgewater State University.

### A. Hazing Behavior.

A broad range of behaviors may be considered hazing, from minor to more severe forms of conduct.

Requiring, encouraging, coercing an individual to, or creating any expectation that an individual must, as a condition of or in connection with joining, affiliating with, or participating or maintaining membership in an organization, team, or group, participate in activities where harm could result is likely to be considered hazing.

In addition, any conduct or activity towards another person, as a condition of or in connection with joining, affiliating with, or participating or maintaining membership in an organization, team, or group, where harm could result is also likely to be considered hazing.

Harm includes, but is not limited to, harm to the physical or mental health of an individual, diminishing one's sense of membership and/or breach reasonable standards of mutual respect within the organization, team or group, as well as harm to property.

Please note, the express or implied consent of the victim will not be a defense to hazing. Apathy and/or acquiescence in the presence of hazing are not neutral acts; they are considered violations of this policy.

Types of Behavior that Constitute Hazing (not an exhaustive list):

- Participating in exercise unrelated to a sport
- Associating with specific people, but not others
- Performing acts of servitude
- Shaving of the head or any other part of the body
- Conducting inappropriate scavenger hunts or quests
- Engaging in public stunts that are potentially degrading
- Wearing apparel that is conspicuous and not within community norms
- Making prank calls
- Needing to possess certain items at all times
- Depriving privileges granted to other members

*More serious acts of hazing include, but are not limited to, activities can place persons at risk of serious physical and/or psychological harm:*

- Threatening or causing physical restraint, abuse, or other harm (including, but not limited to, being held down, tied up, taped, or confined in a small space, whipping, beating, branding, tattooing, piercing);
- Acts which endanger physical or mental health or safety, (including but not limited to, forced physical activity, exposure to weather, causing excessive fatigue or extended deprivation of sleep or rest);
- Engaging in or simulating sexual acts;
- Engaging in sexually violent or sexually harassing behavior;
- Compelled consumption of any substance, including food, beverages, or other substances;
- Kidnapping, or transporting and/or abandoning, a person;
- Conducting interrogations;
- Being nude in a public or private place;
- Humiliating behavior;
- Furnishing alcohol to individuals below the age of 21 or illegal substances to any person, or facilitating such consumption of alcohol or use of illegal substances;
- Damaging, destroying, or stealing property;
- Identifying hazing targets or subjects on the basis of their actual or perceived race, color, religion, national or ethnic origin, age, sex, sexual orientation, marital status, disability, gender identity/expression, veteran status, or other legally protected classification.

## Be Alert to Potential Hazing Situations

The questions below may aid the determination whether a particular activity is hazing and thus prohibited:

- Is the conduct or activity a condition of or being conducted in connection with joining, affiliating with, or participating or maintaining membership in an organization, team, or group?
- Could harm (whether physical or emotional) result?
- Is there a risk of injury or a question of safety?
- Is this an activity or event that members or individuals seeking to join are encouraged or expected to attend and where individuals below the age of 21 are consuming alcohol?
- Is any one individual or group of individuals required or urged to complete tasks or activities that aren't asked of other group members?
- Will current members refuse to participate with the new members?
- Would you have any reservations describing the activity to your parents, a professor, or a university official?
- Would you object to the activity being photographed or reported on the internet, a newspaper or local TV news?
- Will this activity be considered degrading or humiliating by any of the participants?
- Is the activity in violation of Massachusetts law or university policies?

Student leaders and members of student organizations, teams and groups are strongly encouraged to consult with the university officials listed in the Resources section below in advance of any planned event or activity if they have questions regarding which activities are unacceptable and may constitute hazing.

## B. Reporting Hazing

University employees are required to report possible hazing incidents as soon as possible to the Bridgewater State University Police Department (BSUPD) at 508.531.1212 or [bsupolice@bridgew.edu](mailto:bsupolice@bridgew.edu) or by submitting an online hazing report form. Reports should include what happened, where it happened, when it happened and who was there.

[Click here for online Hazing Report Form](#)

Students and other members of the University community are strongly encouraged to report all possible hazing incidents as soon as possible to the BSUPD.

Please note: It is a violation of [Massachusetts Law](#) for any person at the scene of a hazing crime who knows that another individual is the victim of a hazing crime to fail to report the crime to law enforcement (to the extent that such person can do so without danger or peril to themselves or others).

### *The Benefits of Reporting Hazing:*

- Individuals who are victims of hazing and who truthfully report the activities will not be held responsible for a violation of this policy.
- Individuals who have knowledge of a hazing incident, but who did not participate, and truthfully report the activities will not be held responsible for a violation of this policy in relation to that particular incident.
- When reviewing a case, consideration will be given to whether the leaders of an organization, team, or group self-reported a hazing behavior and identified individuals who are responsible for the hazing to an appropriate University official or BSUPD

- Students should be aware that any amnesty that may be granted through the University disciplinary process will not extend to criminal or civil action or penalties that may result from the incident.

### **C. Prohibition Against Retaliation**

The University prohibits retaliation against any person who reports or files a claim of hazing under university procedures or applicable law or who assisted or participated in an investigation or resolution of such report, complaint, or charge.

### **D. Administrative Response**

Upon receipt of a hazing allegation involving a student or student organization, team or group, the BSUPD will inform the Office of Community Standards and other applicable University departments and offices, which may include, but is not limited to, the Center for Student Engagement, the Department of Athletics and Recreation, and/or the Office of Equal Opportunity.

The BSUPD will determine if the alleged hazing conduct constitutes a violation of criminal law.

Students and student organizations, teams, and groups who are alleged to have committed hazing are also subject to The Student Code of Conduct. The University's response to hazing allegations involving employees or other community members will be addressed through other applicable disciplinary procedures.

Individuals and organizations, teams and groups who are found responsible for a violation of this policy will be subject to disciplinary measures, up to dismissal, expulsion, and loss of recognition.

### **E. Massachusetts Law on Hazing (M.G.L. c. 269, secs. 17 to 19)**

Each year, the University will issue a copy of this law to all full-time students and the leadership of every student group, team and organization. The Center for Student Engagement and the Department of Athletics and Recreation will require all organizations, teams, and groups to sign an acknowledgment as described below.

Each such group, team or organization must distribute a copy of this law to each of its members, plebes, pledges or applicants for membership. In addition, each such group, team or organization must provide the University an attested acknowledgement stating that it and each of its members, plebes, pledges and applicants received a copy of the law and that such group, team or organization understands and agrees to comply with the provisions of the law.

The text of the law is set forth below.

*Section 17. Whoever is a principal organizer or participant in the crime of hazing, as defined herein, shall be punished by a fine of not more than three thousand dollars or by imprisonment in a house of correction for not more than one year, or both such fine and imprisonment.*

*The term "hazing" as used in this section and in sections eighteen and nineteen, shall mean any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. Such conduct shall include whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug or other substance, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of any such student or other person, or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation.*

*Notwithstanding any other provisions of this section to the contrary, consent shall not be available as a defense to any prosecution under this action.*

*Section 18. Whoever knows that another person is the victim of hazing as defined in section seventeen and is at the scene of such crime shall, to the extent that such person can do so without danger or peril to himself or others, report such crime to an appropriate law enforcement official as soon as reasonably practicable. Whoever fails to report such crime shall be punished by a fine of not more than one thousand dollars.*

*Section 19. Each institution of secondary education and each public and private institution of postsecondary education shall issue to every student group, student team or student organization which is part of such institution or is recognized by the institution or permitted by the institution to use its name or facilities or is known by the institution to exist as an unaffiliated student group, student team or student organization, a copy of this section and sections seventeen and eighteen; provided, however, that an institution's compliance with this section's requirements that an institution issue copies of this section and sections seventeen and eighteen to unaffiliated student groups, teams or organizations shall not constitute evidence of the institution's recognition or endorsement of said unaffiliated student groups, teams or organizations.*

*Each such group, team or organization shall distribute a copy of this section and sections seventeen and eighteen to each of its members, plebes, pledges or applicants for membership. It shall be the duty of each such group, team or organization, acting through its designated officer, to deliver annually, to the institution an attested acknowledgement stating that such group, team or organization has received a copy of this section and said sections seventeen and eighteen, that each of its members, plebes, pledges, or applicants has received a copy of sections seventeen and eighteen, and that such group, team or organization understands and agrees to comply with the provisions of this section and sections seventeen and eighteen.*

*Each institution of secondary education and each public or private institution of post-secondary education shall, at least annually, before or at the start of enrollment, deliver to each person who enrolls as a full-time student in such institution a copy of this section and sections seventeen and eighteen.*

*Each institution of secondary education and each public or private institution of post-secondary education shall file, at least annually, a report with the board of higher education and in the case of secondary institutions, the board of education, certifying that such institution has complied with its responsibility to inform student groups, teams or organizations and to notify each full-time student enrolled by it of the provisions of this section and sections seventeen and eighteen and also certifying that said institution has adopted a disciplinary policy with regard to the organizers and participants of hazing, and that such policy has been set forth with appropriate emphasis in the student handbook or similar means of communicating the institution's policies to its students. The board of higher education and, in the case of secondary institutions, the board of education shall promulgate regulations governing the content and frequency of such reports and shall forthwith report to the attorney general any such institution which fails to make such report.*

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| <b>PROHIBITION OF WEAPONS</b> |
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**Prohibition of Weapons****1. Purpose**

This policy regulates the possession of weapons on campus and in all facilities owned or operated by Bridgewater State University, in an effort to provide a safe and secure learning and working environment for its students, faculty, staff, and visitors.

**2. Applicability**

This policy covers all University students, faculty, staff, vendors, contractors, visitors, volunteers, and all other affiliated or nonaffiliated persons.

**3. Policy**

In addition to G.L. c. 269, § 10(j), a Massachusetts law restricting firearms and other weapons on campus, BSU strictly prohibits the possession of dangerous weapons.

Except for those persons specifically exempted under this policy or otherwise explicitly authorized by the University's Chief of Police to have a weapon, no one may possess, carry, use, transport, store, or otherwise have in their custody or control – however temporary – any weapon while on University owned or controlled property or at any University sanctioned event, wherever situated.

This prohibition applies even to those with a government-issued license to have a firearm, as well as to some weapons that are legal to possess.

**4. Definitions**

The term “weapon” (or “weapons”) includes the following:

- Explosives (including fireworks), rockets or missiles;
- firearms of any kind (loaded or unloaded), including shotguns, rifles, smoothbore arms, and pistols and revolvers;
- any frame, receiver, muffler, or silencer designed for use with a firearm; starter pistols, flare guns, blank guns, antique firearms, non-functioning weapons, stage or theatrical props, simulated weapons (objects having the appearance of being used for shooting bullets or other projectiles, or which otherwise could cause apprehension or harm), and replica weapons (objects that are non-lethal, but resemble firearms, swords, knives, etc.);
- bb guns, air rifles; pellet guns, and paintball guns;
- any ammunition designed for use with a firearm, bb gun, pellet gun, or paintball gun, including any cartridge, pellet, ball, or projectile adapted for use in a firearm;
- electronic weapons, stun guns;
- martial arts-type weapons, swords, pointed metal darts; metal knuckles;
- bows, crossbows, arrows, slingshots;
- switchblade knives, double-edged knives, hunting-type (fixed blade) knives of any length, throwing knives, folding-type (pocket style, including Swiss army knives) with a blade length greater than two- and one half inches;
- weapons unlawfully possessed, carried, discharged, brandished, or otherwise used in violation of Massachusetts law;
- any object used as a weapon or otherwise used to threaten harm, or any object designed to, or readily converted, to perform essentially the same function as any of the prohibited objects listed above, or any other destructive device or instrument that may be used to do bodily injury;

- laser pointers when improperly used; and
- any object or weapon of like kind as those listed.

“University owned or controlled property” means the real property of the University, including land, buildings, roadways, parking lots and all other BSU facilities that are owned in fee simple absolute, leased, used, or operated by the University; as well as the personal property of the University, such as University vehicles, wherever situated.

“University sanctioned event” refers to any program or activity hosted by any University department, program, organization or individual representing the University. Such events include field trips, athletic events, and student organization-hosted programs.

## **5. Exclusion**

Bridgewater State University Police officers and other on-duty law enforcement officers acting within the scope of their employment are exempted from this policy. Off-duty law enforcement officers, members of the military, and others who are legally permitted to carry weapons must have the written permission of the chief of the Bridgewater State University Police Department to have weapons on campus. However, students, faculty or staff of the University who are legally permitted by the Commonwealth of Massachusetts to carry chemical mace or pepper spray may do so on University owned or controlled property without specific University authorization, provided that no chemical or pepper spray container may exceed two and one-half ounces in size or be labeled “for law enforcement use only.” Unlawful possession or any misuse of chemical or pepper spray may be grounds for criminal prosecution and referral for disciplinary action.

Additional exemptions, involving any other provision of this policy, may be granted in writing by the Chief of the Bridgewater State University Police Department for job related, educational, cultural, or demonstration purposes; or other reasonable purposes as determined in the sole discretion of the chief of police.

## **6. Miscellaneous Provisions**

It is unlawful to refuse to exhibit a license to carry firearms or a firearms identification card upon the demand of a Bridgewater State University Police officer. See G.L. c. 140, § 129C.

Hunting is unlawful on Bridgewater State University property and will not be permitted. See G.L. c. 131, § 59.

According to University policy, no private investigator, towing service operator, or auto reposessor who enters onto University property may be armed with a firearm or other weapon as defined under Massachusetts law, without the advance written permission of the chief of police.

## **7. Reporting**

University administrators and faculty are required under G.L. c. 269, § 10(j) to report – to the Bridgewater State University Police Department – the unlawful carrying of a firearm or other dangerous weapon on University property. All members of the University community are required by University policy to report any crime to the BSU Police, including weapon-related violations.

## **8. Sanctions**

Violations of the law or of this policy may be grounds for criminal prosecution and referral for university disciplinary action.

## STATEMENT ON REPORTING CRIMINAL HARASSMENT

All members of the Bridgewater State University community have the right to be free from being harassed and or placed in fear. The law has provided victims of criminal harassment with the ability to receive relief from the courts even though there is no relationship with the abuser. The Harassment Prevention Order, Massachusetts General Law 258E, fills a critical gap in the law to protect victims of criminal harassment, stalking, or sexual assault from being harassed repeatedly regardless of their relationship with the perpetrator. If you are a victim of criminal harassment, contact the Bridgewater State University Police Department immediately for assistance or report to the Director of Title IX and Equal Opportunity as set forth in the Equal Opportunity, Nondiscrimination and Title IX Plan.

## MA STATE UNIVERSITIES' EQUAL OPPORTUNITY, NONDISCRIMINATION AND TITLE IX PLAN

### 1. INTRODUCTION

Together, Bridgewater State University, Fitchburg State University, Framingham State University, Massachusetts College of Art and Design, Massachusetts College of Liberal Arts, Massachusetts Maritime Academy, Salem State University, Westfield State University, and Worcester State University (collectively, “the Universities”) have carefully developed the major elements of this Equal Opportunity, Nondiscrimination, and Title IX Plan (“Plan” or “EO Plan”) in accordance with applicable local, state and federal constitutions, statutes, regulations, and executive orders. Notices, policies, and procedures within this Plan make reference to “the University”, which does not refer to any one specific institution but to each one of the nine MA State Universities implementing this Plan.

**1.1 PURPOSE** A primary purpose of this EO Plan is to inform the campus communities of:

1. the Universities’ prohibition of discrimination; discriminatory harassment, including sex-based harassment and sexual misconduct, including sexual assault, domestic violence, dating violence, stalking; and retaliation;
2. the Universities’ efforts to prevent such behaviors; and
3. the manner in which the Universities will respond to such behaviors, including the prompt, impartial, fair, and thorough investigation and resolution of complaints.

Through this Plan, the Universities also seek to responsibly recognize and, when possible, resolve the effects of past societal discrimination and promote equitable policy and practices across all institutions. To those ends, the Universities commit to an ongoing examination of all policies and procedures to ensure that they do not operate to the detriment of any person or group on any discriminatory basis. Furthermore, the Universities commit to a pro-active affirmative action posture with respect to the recruitment, selection, and promotion of students and employees.

This EO Plan incorporates by reference, and where applicable, the requirements of: Titles VI and VII of the Civil Rights Act of 1964; Title VI of the Civil Rights Act of 1968; Titles I and II of the Civil Rights Act of 1991; Title IX of the Education Amendments of 1972 and its regulations found at 34 C.F.R. part 106; the Equal Pay Act of 1963; Civil Rights Restoration Act of 1988; Sections 503 and 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990, as amended; Section 402 of the Vietnam-era Veterans Readjustment Act of 1974, Uniformed Services Employment and Reemployment Rights Act; the Age Discrimination Act of 1975; the Age Discrimination in Employment Act of 1967, as amended; the Family and Medical Leave Act of 1993; the Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. Sec. 2000ff; the reauthorized Violence Against Women Act, Pub. Law No. 113-4 (2013); the Jeanne Clery Campus Safety

Act; the Higher Education Act of 1965, as amended; Federal Executive Order 11246 of 1965, as amended by Executive Order 11375 of 1967; Federal Executive Order 12900 of 1994; Federal Executive Order 13145 of 2000; Federal Executive Order 13160 of 2000; Federal Executive Order 13166 of 2000; Massachusetts Civil Rights Act; Massachusetts General Laws Chapters 151B, 151C, and Chapter 149; An Act Relative to Gender Identity, Mass. Acts of 2011, ch. 199; An Act Relative to Transgender Anti-Discrimination, Mass. Acts of 2016, ch. 134; the Pregnant Workers Fairness Act; the PUMP for Nursing Mothers Act (“PUMP Act”); An Act Expanding Protections for Reproductive and Gender Affirming Care, Mass. Acts of 2022, ch. 127; An Act Relative to Sexual Violence on Higher Education Campus, Mass. Acts of 2020, 4 ch. 337 (also known as the 2021 Campus Sexual Assault Law); An Act Prohibiting Discrimination Based on Natural and Protective Hairstyles (Massachusetts CROWN Act), Mass. Acts of 2022, ch. 117; directives of the BHE, the Universities’ Boards of Trustees and the Commonwealth; and other applicable local, state and federal constitutions, statutes, regulations and executive orders.

**1.2 DURATION** Pursuant to M.G.L. Chapter 15A, this Plan shall be approved by the Commonwealth of Massachusetts’ Board of Higher Education (“BHE”) and each local Board of Trustees.

**1.3 SCOPE** The provisions of this Plan, in compliance with applicable laws and collective bargaining agreements, apply to every educational, employment, and co-curricular activity at the Universities. All benefits, services, and opportunities pertaining to the Universities’ educational programs, employment, and services are available to all applicants, students, employees and others having dealings with the Universities regardless of race, color, religion, national origin, age, disability, sex, sexual orientation, gender identity, gender expression, pregnancy and pregnancy-related conditions, genetic information, marital or parental status, or Veteran status. No provision of this Plan is intended, and should not be used, to discriminate against any applicant, employee, or student on any prohibited basis.

**1.4 IMPLEMENTATION** The final authority and ultimate responsibility for the implementation of this Plan rests with the Presidents of the Universities. The EO Officer on each campus is assigned the responsibility for the overall development, administration and monitoring of all policies, procedures, and programs pertinent to the implementation of this Plan as it pertains to prohibited discrimination other than sex-based discrimination. Title IX of the Education Amendments Act of 1972 requires that each University designate a Title IX Coordinator. The Title IX Coordinator for each University is assigned the responsibility for the overall development, administration, and monitoring of all policies, procedures, and programs pertinent to the implementation of this Plan as it pertains to sex-based discrimination. The Equal Opportunity Officer and the Title IX Coordinator may or may not be the same person. The EO Officer and Title IX Coordinator commonly report to the President or a senior cabinet member, collaborate on the oversight and implementation of this Plan, and bear the responsibility for the preparation and execution of all equal opportunity policies and programs. Details regarding the EO Officer’s and Title IX Coordinator’s primary responsibilities can be found in Appendix 1 and Appendix 2, respectively. All Vice Presidents, Deans, Directors, Program Coordinators, Department Chairs, and other supervisory personnel are accountable for ensuring that equal opportunity and nondiscrimination, are integrally tied to all actions and decisions for which they are responsible and which fall within the scope of the Plan. A statement concerning such accountability will be added to all appropriate position descriptions. It shall be considered a regular function of faculty, librarians, administrators, and supervisory staff that they are aware of goals. The Universities, independently and collectively, from time to time, will develop internal practices, procedural guidelines, and other supplemental documentation to guide them in implementation of this Plan.

**1.5 PLAN AWARENESS** The Universities’ Notice of Nondiscrimination, with reference to this Plan, will be posted in areas customarily used for public announcements and on the Universities’ websites. Prospective employees and applicants for admission will be informed of this Notice in all advertisements posted both

on and off campus. At the start of each academic year, all policy statements regarding equal opportunity and nondiscrimination at the Universities will be distributed, either electronically or in hard copy or in both formats, as follows:

- to every office at each University, including the Human Resources Office, the Office of the Equal Opportunity Officer, and the Office of the Title IX Coordinator;
- to each University's Library;
- to all students, either in the relevant Student Handbook, Course Catalog, or by e-mail;
- to all employees, either in a relevant publication or by e-mail;
- posted to all relevant sections of the Universities' public-facing websites;
- posted to all relevant sections of the Universities' intranets, if such exists;
- copies will be made available to the campus community and to the public upon request; and
- copies will also be made available in accessible formats upon request. Copies of all policy statements regarding equal opportunity and nondiscrimination will also be provided to students who enroll mid-year and to all new employees upon their hire.

**1.6 REVIEW** The Universities will continually review this Plan to ensure compliance with the requirements of federal and state law and regulations.

## 2. STATEMENT OF NONDISCRIMINATION

The University is committed to nondiscrimination and equal opportunity. The University is dedicated to providing educational, working, and living environments that value the diverse backgrounds of all people.

The University does not discriminate in admission or access to, or treatment or employment in, its educational programs and activities on the basis of race, color, religion, national origin, age, disability, genetic information, marital or parental status, or Veteran status. The University prohibits discrimination or discriminatory harassment on all of those bases. Such behaviors violate the University's Policy of Nondiscrimination, will not be tolerated, and may result in disciplinary action up to and including termination or expulsion.

The University has appointed an Equal Opportunity Officer ("EO Officer") to oversee its compliance of applicable policy, as well as the state and federal nondiscrimination and equal opportunity laws. Anyone with questions, concerns or complaints regarding discrimination, discriminatory harassment, or retaliation may contact the EO Officer at:

**Chris McMillan, Esq.** | (he/him)

Executive Director | Title IX Coordinator | 504 Coordinator  
Boyden 206 (located in the stairwell closest to Grove Street)  
131 Summer Street | Bridgewater, MA 02325  
Phone: (508) 531-2744 Email: [eo@bridgew.edu](mailto:eo@bridgew.edu) Fax: (508) 531-6017

External Website: <https://www.bridgew.edu/office/titleix>

Intranet: <https://studentbridgew.sharepoint.com/sites/OfficeofEqualOpportunity>

Furthermore, the University does not discriminate in admission or access to, or treatment or employment in, its educational programs and activities on the basis of sex, including sex characteristics, sex stereotypes, sexual orientation, gender identity, gender expression, or pregnancy, childbirth, and other related conditions, and prohibits

sex discrimination in any education program or activity that it operates, including as required by Title IX and its regulations. Such behaviors violate the University's Policy of Nondiscrimination, will not be tolerated, and may result in disciplinary action up to and including termination or expulsion.

The University has appointed a Title IX Coordinator to oversee its compliance with Title IX. Inquiries about Title IX may be referred to the University's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. The University's Title IX Coordinator is:

**Chris McMillan, Esq.** | (he/him)

Executive Director | Title IX Coordinator | 504 Coordinator

Boyden 206 (located in the stairwell closest to Grove Street)

131 Summer Street | Bridgewater, MA 02325

Phone: (508) 531-2744

Email: [eo@bridgew.edu](mailto:eo@bridgew.edu) Fax: (508) 531-6017

External Website: <https://www.bridgew.edu/office/titleix>

Intranet: <https://studentbridgew.sharepoint.com/sites/OfficeofEqualOpportunity>

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to:

**Equal Opportunity / Title IX Report Form:**

[https://cm.maxient.com/reportingform.php?BridgewaterStateUniv&layout\\_id=17](https://cm.maxient.com/reportingform.php?BridgewaterStateUniv&layout_id=17)

The University's Policy of Nondiscrimination and Complaint Resolution Procedures can be located at:

**Bridgewater State Universities Policies:** <https://www.bridgew.edu/policy>

Student Handbook: <https://handbook.bridgew.edu/PoliciesProcedures>

Title IX Intranet: <https://studentbridgew.sharepoint.com/sites/OfficeofEqualOpportunity>

EO Intranet: <https://studentbridgew.sharepoint.com/sites/OfficeofEqualOpportunity>

### 3 EQUAL OPPORTUNITY

#### 3.1 STATEMENT OF EQUAL OPPORTUNITY

The University endeavors to ensure that all employment and academic decisions, programs, and policies are formulated and conducted in a manner to ensure equal access for all people and to prevent unlawful discrimination. As part of this effort, the University will ensure that employment and academic decisions, programs, and policies will be based solely on the individual eligibility, merit, or fitness of applicants, employees, and students without regard to race, color, religion, national origin, age, disability, sex, including sex characteristics, sex stereotypes, sexual orientation, gender identity, gender expression, pregnancy and pregnancies-related conditions, genetic information, marital or parental status, or Veteran status.

#### 3.2 AFFIRMATIVE ACTION

##### 3.2.1 Affirmative Action in Employment

Affirmative action is a critical element of the University's commitment to equal opportunity and refers to proactive steps taken by the University intended to increase workplace opportunities for people who are underrepresented in various areas of our society.

Selection for and participation in the University's employment is without regard to race, color, religion, national origin, age, disability, sex, including sex characteristics, sex stereotypes, sexual orientation, gender identity, gender expression, pregnancy and pregnancy-related conditions, genetic information, marital or parental status, or Veteran

status. However, the University shall act affirmatively to increase the representation of qualified persons in its workforce with marginalized and/or minoritized identities.

### **3.2.2 Affirmative Action in Admission**

Furthermore, the University is a place where all students are welcome and should have the opportunity to succeed, but it recognizes that sustained action is necessary to lift the barriers that keep underserved students, including students of color, from equally accessing the benefits of higher education. The University is committed to efforts to recruit and retain talented students from underserved communities and fostering a sense of belonging for students currently enrolled. Through such efforts, the University strives to effectively support and retain students from diverse backgrounds.

**3.3 EQUAL ACCESS FOR PERSONS WITH DISABILITIES** The University is committed to providing equal access to otherwise qualified persons with disabilities. The University recognizes that individuals with disabilities may need reasonable accommodations to have equally effective opportunities to participate in or benefit from educational programs, services, activities, and employment.

### **3.3.1 Definitions**

#### **3.3.1.1 Education of Persons with Disabilities**

In accordance with state and federal requirements, the University will provide necessary reasonable accommodations, auxiliary aids, and academic adjustments (including support services) to otherwise qualified students with disabilities to ensure equal access to its programs, facilities, and services. Reasonable accommodations will also be afforded to applicants for admission who have disabilities to enable them to adequately pursue all opportunities for enrollment in the programs of study.

Further advice or information may be obtained by contacting the EO Officer and/or the Title II/Section 504 Coordinator of each University.

#### **3.3.1.2 Employment of Persons with Disabilities**

In accordance with the requirements of state and federal law, and through the interactive process, the University will afford reasonable accommodations to any otherwise qualified employee with a disability to enable the employee to perform the essential functions of the job. Reasonable accommodations will also be afforded to applicants for employment who have disabilities to enable them to adequately pursue a candidacy for any available positions.

#### **3.3.1.3 Individual with a Disability**

A person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of impairment, or is regarded as having an impairment. Examples of disabilities include, but are not limited to: alcoholism; asthma; blindness or other visual impairments; cancer; cerebral palsy; depression; diabetes; epilepsy; hearing or speech impairments; heart disease; migraine headaches; multiple sclerosis; muscular dystrophy; orthopedic impairments; paralysis; thyroid gland disorders; tuberculosis; loss of body parts.

#### **3.3.1.4 Interactive Process**

An ongoing communication between the University and an individual with a documented disability in an effort to provide reasonable accommodations, auxiliary aids, or academic adjustments.

#### **3.3.1.5 Qualified Individual with a Disability**

An employee or applicant who satisfies the skill, experience, education, and other job-related requirements of the position held or desired, and who, with or without reasonable accommodation, can perform the essential functions of that position; or a student who meets the academic and technical standards requisite for admission or participation in the institution's educational program or activity.

### **3.3.1.6 Reasonable Accommodation**

Modifications or adjustments to an application process, job, work environment, academic program or activity, or a course of study that permit a qualified individual with a disability to perform the essential functions of a position or to enjoy the benefits and privileges of employment or education equally with persons without disabilities, while not reducing or eliminating the curriculum standards.

### **3.3.1.7 Title II/504 Coordinator**

A University official charged with the responsibility for the University's compliance with Title II of the Americans with Disabilities Act of 1990, as amended, Section 504 of the Rehabilitation Act of 1973, the University's Policies for Reasonable Accommodations for Persons with Disabilities, and this Plan with regard to issues of disability discrimination. The Title II/504 Coordinator may also serve as the University's EO Officer. If the positions are held by different individuals, the Title II/504 Coordinator and the EO Officer may collaborate on the enforcement of any part of this Plan. The identity and contact information for the Title II/504 Coordinator shall be published and widely distributed on each campus, including on the website of each campus.

The Title II/504 Coordinator for Bridgewater State University is:

Chris McMillan, Esq. | (he/him) Executive Director | Title IX Coordinator |

504 Coordinator Boyden 206 (located in the stairwell closest to Grove Street)

131 Summer Street Bridgewater, MA 02325 Phone: (508) 531-2744

Email: [eo@bridgew.edu](mailto:eo@bridgew.edu) Fax: (508) 531-6017

External Website: <https://www.bridgew.edu/office/titleix>

Intranet: <https://studentbridgew.sharepoint.com/sites/OfficeofEqualOpportunity>

### **3.3.1.8 Undue Hardship**

The University is required to provide reasonable accommodations to qualified individuals with disabilities unless doing so would impose an undue hardship on the operation of the University's business. Undue hardship means an action that requires significant difficulty or expense when considered in relation to factors such as the University's overall size, financial resources, and the nature and structure of its operation.

### **3.3.2 Process by Which to Request Reasonable Accommodations for a Disability**

Any member of the University community who seeks a reasonable accommodation for a disability, including any applicant for employment or admission who seeks assistance in the application process, may contact the EO Officer and/or the Title II/Section 504 Coordinator, or the resources below for more information.

Chris McMillan, Esq. | (he/him) Executive Director | Title IX Coordinator |

504 Coordinator Boyden 206 (located in the stairwell closest to Grove Street)

131 Summer Street | Bridgewater, MA 02325

Phone: (508) 531-2744

Email: [eo@bridgew.edu](mailto:eo@bridgew.edu)

Fax: (508) 531-6017

External Website: <https://www.bridgew.edu/office/titleix>

Intranet: <https://studentbridgew.sharepoint.com/sites/OfficeofEqualOpportunity>

Reasonable Accommodation Request Form:

[https://cm.maxient.com/reportingform.php?BridgewaterStateUniv&layout\\_id=18](https://cm.maxient.com/reportingform.php?BridgewaterStateUniv&layout_id=18)

Additionally, students seeking reasonable accommodations, auxiliary aids, and/or academic adjustments for a disability must contact the resource noted below to obtain such services:

### **Student Accessibility Services**

Academic Achievement Center | Maxwell Library | 10 Shaw Road | Bridgewater, MA 02325

Voicemail: (508) 531-2194

Email: [SAS@bridgew.edu](mailto:SAS@bridgew.edu)

To request supports from SAS, log into the SAS Portal at <https://sas.bridgew.edu/custom/misc/home.aspx>

### **3.3.3 Complaint Investigation and Resolution Procedures**

Any member of the University community or any applicant for admission or employment who believes that they have experienced disability discrimination or harassment, or who alleges that the University has failed to provide reasonable accommodations, appropriate auxiliary aids, and/or academic adjustments, may initiate a claim as outlined in the Policy of Nondiscrimination in Section 4 and the Complaint and Resolution Procedures in Section 5 of this EO Plan.

**3.4 REASONABLE ACCOMMODATIONS FOR PREGNANCY AND PREGNANCY-RELATED CONDITIONS** In accordance with the requirements of state and federal law, including Title IX, the University prohibits discrimination against students, employees, and applicants based on pregnancy, childbirth, termination of pregnancy, lactation, related medical conditions, or recovery. Furthermore, the University provides reasonable accommodations for pregnancy and pregnancy-related conditions, including modifications for students, reasonable break time for employees for lactation, and one or more clean, private lactation spaces, that is not a bathroom, for both students and employees. The Title IX Coordinator coordinates specific actions to prevent sex discrimination and to ensure equal access to employment, education programs, and activities.

#### **3.4.1 Student Accommodations for Pregnancy or Pregnancy-Related Conditions**

Once a student or the student's representative notifies the Title IX Coordinator of the student's pregnancy or pregnancy-related condition, the University will:

- inform the student of the University's obligations to students who are pregnant or experiencing pregnancy-related conditions and restrictions on University disclosure of personal information, as well as provide the University's notice of nondiscrimination;
- provide the student with the option of individualized, reasonable modifications as needed to prevent discrimination and ensure equal access to the University's education program or activity;
- allow the student a voluntary leave of absence for, at minimum, the medically necessary time period and reinstatement upon return, including reinstatement to the status held by the student when the leave began; and
- ensure the student's access to a clean, private space for lactation that is not a bathroom.

Reasonable modification may include, but are not limited to, the following:

- breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom;
- intermittent absences to attend medical appointments; access to online or homebound education;
- changes in schedule or course sequence;
- extensions of time for coursework and rescheduling of tests and examinations;

- allowing a student to sit or stand, or carry or keep water nearby;
- counseling;
- changes in physical space or supplies (for example, access to a larger desk or a footrest);
- elevator access; and/or
- other changes to policies, practices, or procedures.

The University does not require supporting documentation from a student unless doing so is necessary and reasonable. For example, the University does not require documentation when it has already been provided or relates to lactation needs; the need is obvious or one of various routine and simple modifications; or when modifications, leave, or other steps are available to students for non-pregnancy related reasons without submitting supporting documentation.

### **3.4.2 Employee Accommodations for Pregnancy or Pregnancy-Related Conditions**

Upon the request from the employee or prospective employee, the University will engage in a timely, good faith, and interactive process to determine an effective, reasonable accommodation to enable the employee to perform the essential functions of the position.

Through the interactive process, the University will provide necessary, reasonable accommodations that will allow an employee to perform the essential functions of the job while pregnant or experiencing pregnancy related conditions unless doing so would impose an undue hardship on the University. The University recognizes that it cannot make an employee accept a particular accommodation if another reasonable accommodation would allow the employee to perform the essential functions of the job or require an employee to take a leave if another reasonable accommodation may be provided without undue hardship.

Reasonable accommodations may include, but are not limited to, the following:

- reasonable break time for lactation;
- access a clean and private lactation space;
- more frequent or longer paid or unpaid breaks;
- time off to attend to a pregnancy-related condition or recover from childbirth with or without pay;
- acquisition or modification of equipment or seating;
- temporary transfer to a less strenuous or hazardous position;
- job restructuring;
- assistance with manual labor; and/or
- modified work schedule.

The University may require documentation regarding the need for an accommodation from a healthcare professional that explains what accommodation(s) the employee needs, but it cannot require documentation for the following accommodations: (1) more frequent restroom, food, or water breaks; (2) seating; (3) limits on lifting more than 20 pounds; and (4) clean, private space for lactation that is not a bathroom.

### **3.4.3 Process by Which to Request Accommodations for Pregnancy or a Pregnancy Related Condition**

Persons who seek an accommodation for pregnancy or a pregnancy-related condition may contact the Title IX Coordinator for more information.

Chris McMillan, Esq. | (he/him) Executive Director | Title IX Coordinator |

504 Coordinator Boyden 206 (located in the stairwell closest to Grove Street)

131 Summer Street | Bridgewater, MA 02325

Phone: (508) 531-2744 Email: eo@bridgew.edu Fax: (508) 531-6017 13

External Website: <https://www.bridgew.edu/office/titleix>

Intranet: <https://studentbridgew.sharepoint.com/sites/OfficeofEqualOpportunity/SitePages/Pregnancy-andParenting.aspx>

Employee Pregnancy Accommodation:

[https://cm.maxient.com/reportingform.php?BridgewaterStateUniv&layout\\_id=48](https://cm.maxient.com/reportingform.php?BridgewaterStateUniv&layout_id=48)

Student Pregnancy Support: [https://cm.maxient.com/reportingform.php?BridgewaterStateUniv&layout\\_id=49](https://cm.maxient.com/reportingform.php?BridgewaterStateUniv&layout_id=49)

The Title IX Coordinator is responsible for ensuring that any approved accommodations are implemented, including notifying any University officials responsible for implementing specific elements of the accommodation.

#### **3.4.4 Complaint Investigation and Resolution Procedures**

Employees, job applicants, and students who believe that they have been subjected to discrimination as a result of pregnancy or a pregnancy-related condition or who allege that the University has failed to provide reasonable accommodations may initiate a claim as outlined in the Complaint Investigation and Resolution Procedures in Section 5 of this EO Plan.

### **4 POLICY OF NONDISCRIMINATION**

#### **4.1 TYPES OF PROHIBITED DISCRIMINATION**

Discrimination is an intentional or unintentional act that adversely affects employment and/or educational opportunities because of a person's membership in a protected class, perceived membership in a protected class or association with a member(s) of a protected class. A single act of discrimination may be based on more than one protected class status.

The sections below describe the specific forms of discrimination, harassment, and retaliation prohibited under this Policy. When speech or conduct is protected by academic freedom and/or the First Amendment, it will not be considered a violation of this Policy.

##### **4.1.1 Disparate Treatment Discrimination**

Intentional treatment of an individual or group that is less favorable than treatment of others based on discriminatory reasons.

For example, if Latino employees are the only ones who need to take an exam to qualify for employment, they are experiencing disparate treatment.

##### **4.1.2 Disparate Impact Discrimination**

Disparate impact occurs where disparate treatment is unintentional because policies, practices, rules, or other systems that appear to be neutral result in a disproportionate impact on a protected group, and such disparities cannot be justified by business necessity.

For example, a qualification test may create a disparate impact if the pass rate among Latino applicants is significantly lower than for other groups.

##### **4.1.3 Discriminatory Harassment**

A form of prohibited discrimination including verbal and/or physical conduct based on membership, association with, or perceived membership in a protected class that: (1) has the purpose or effect of creating an objectively intimidating or hostile work or educational environment; (2) has the purpose or effect of unreasonably interfering

with an individual's work or educational opportunities; or (3) otherwise unreasonably adversely affects an individual's employment or educational opportunities.

Reasonable directions or warnings by authorized University personnel as to the time, place, and manner in which employees perform their assigned responsibilities, students carry out their educational assignments, or program participants engage in sponsored activities do not constitute evidence of discriminatory harassment under this Policy.

#### **4.1.3.1 Hostile Environment Harassment**

Hostile environment harassment is a form of discriminatory harassment where:

- the complainant is an actual or perceived member of a protected class, or associated with a member of a protected class;
- the complainant was subjected to conduct directed at said protected class;
- the harassing conduct was subjectively offensive (i.e., unwelcome) and objectively offensive; and
- considering the totality of the circumstances, the conduct was sufficiently severe or pervasive that it altered conditions of employment or education by creating an intimidating, hostile, or humiliating environment.

Whether a "hostile" environment has been created is a fact-specific inquiry, based on the totality of the circumstances, that includes, but is not limited to, consideration of the following:

- the degree to which the conduct affected the complainant's ability to access the University's program or activity;
- the type, frequency, and duration of the conduct;
- the parties' ages, roles within the University's program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
- the location of the conduct and the context in which the conduct occurred; and
- other harassment on the same or similar basis in the University's program or activity.

Under this definition, simple teasing, offhand comments, and isolated incidents, unless severe or pervasive and objectively and subjectively offensive, will not amount to hostile environment harassment under this Policy.

#### **4.1.3.2 Quid Pro Quo Harassment**

Quid pro quo protected class harassment is a form of prohibited discrimination that can occur when an employee's continued employment or receipt of workplace benefits, promotions, assignments, or opportunities, etc.; or a student's educational access or opportunities are conditioned on the individual's willingness to tolerate conduct of a harassing nature.

In a quid pro quo protected class harassment complaint, a preponderance of the evidence must show:

- conduct requiring the complainant to alter, conceal, or eliminate a characteristic signifying their membership in a protected class or other unwelcome conduct of a harassing nature based on protected class; and
- submission to or rejection of the conduct was made either explicitly or implicitly as a term or condition of employment or education or as a basis for employment or educational decisions affecting that individual.

A person may have a claim of quid pro quo harassment when they either reject or submit to the conduct in question, or a mix of both. In either type of case, proof of the above elements necessarily proves that conduct was unwelcome.

Some examples of quid pro quo protected class harassment include:

*Example 1: A student's grade in a course is conditioned on their willingness to conform and participate in their instructor's religious practices; or*

*Example 2: An employee assigned male at birth, who identifies as female, is required to dress in traditionally masculine clothing in order to keep her job and is terminated after refusing to do so.*

#### **4.1.3.3 Coinciding Harassment**

Depending on the circumstances, a person can suffer one type of protected class harassment or both types of protected class harassment simultaneously.

#### **4.1.4 Retaliation**

Retaliation is prohibited by this Policy, and the University will respond to information and complaints involving conduct that reasonably may constitute retaliation using the same procedures it uses for other forms of prohibited discrimination. Retaliation, even in the absence of provable discrimination in the original complaint, constitutes as serious a violation of this Policy as proved discrimination under the original claim, complaint or charge.

Retaliation may include adverse treatment, intimidation, threats, coercion, or discrimination against any person by the University, a student, or an employee, or other person authorized by the University to provide aid, benefit, or service under the University's education program or activity, (1) for the purpose of interfering with any right or privilege secured by this Policy, or (2) because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy, or (3) because the person is suspected of having filed such claims, complaints, or charges, or (4) the person has protested practices alleged to be violative of the nondiscrimination policies of the University, the BHE, or local, state or federal regulation or statute.

Peer retaliation, which is defined as retaliation by one student against another student or one employee against another employee of similar rank or authority, is also prohibited.

The University may require its employees to participate in, or otherwise assist with, an investigation, proceeding, or hearing, as such requirement does not constitute retaliation under this Policy.

## **4.2 ELEMENTS OF PROHIBITED DISCRIMINATION AND HARASSMENT**

This section defines specific criteria that is assessed to make a determination as to whether prohibited discrimination has occurred under this Policy. In all cases, prohibited discrimination must be based on one's membership in, one's association with, or perceived membership in one or more of the protected classes listed below. However, not all elements are required to demonstrate a violation for all types of prohibited discrimination. Please refer to the previous section for definitions of the types of prohibited discrimination and relevant elements.

### **4.2.1 Based on a Protected Class**

Discriminatory conduct under this Plan, regardless of type of discrimination, is targeted at an individual because they are a member of a protected class, are perceived to be a member of a protected class, or are associated with a member of a protected class. Discriminatory conduct can also be directed at members of a protected class as a whole.

Protected class harassment commonly revolves around membership in a single protected class, but harassment may also be intersectional and attributed to membership in two or more protected classes. This means that a person may face harassment not necessarily because of their membership in one protected class, but because of their concurrent membership in two or more protected classes.

#### **4.2.1.1 Race**

Discrimination is based on a complainant's race if it is because the complainant is Black, White, Hispanic or Latino, Asian or Pacific Islander, American Indian or Alaskan Native, multiracial, or another race and is interpreted to prohibit

discrimination on the basis of ancestry or physical or cultural characteristics associated with a certain race, such as, but not limited to, skin color, hair texture or hairstyles, or certain facial features, and on the basis of stereotypes and assumptions about abilities, traits, or the performance of individuals of certain racial groups. All individuals, including persons of more than one race, are protected from discrimination.

#### **4.2.1.2 Color**

Color-based discrimination is due to an individual's pigmentation, complexion, or skin shade or tone. Color based discrimination is sometimes related to discrimination based on race or national origin.

#### **4.2.1.3 National Origin**

Discrimination based on national origin is due to a complainant's or the complainant's ancestors' place of origin.

#### **4.2.1.4 Religion**

Religion is broadly defined. The protection against religious discrimination is not limited to mainstream religions, but also applies to any lawful observances and practices that are based on one's own sincerely held beliefs.

#### **4.2.1.5 Sex**

Sex-based discrimination can be due to sex (female, male, intersex), sex characteristics, sex stereotypes, sexual orientation, gender identity and expressions thereof, and pregnancy, childbirth, and related medical conditions. Sex-based discrimination explicitly includes sexual harassment, sexual assault, domestic violence, dating violence, and sex-based stalking. Additional information is available in Section 4.3 of this Policy.

#### **4.2.1.6 Age**

For the purposes of employment, age-based discrimination is prohibited against workers aged 40 or older. For the purposes of access to and participation in the University's educational programs and services, all persons of all ages are protected on the basis of age.

#### **4.2.1.7 Disability**

Disability discrimination is based on an individual's physical or mental disability or perceived disability, including harassment based on stereotypes about individuals with disabilities in general or about an individual's particular disability. It also can include harassment based on traits or characteristics linked to an individual's disability, such as how an individual speaks, looks, or moves, provided that the conduct meets the criteria for prohibited conduct under Section 4.1.3.

#### **4.2.1.8 Genetic Information**

Discrimination based on genetic information may be based on any written, recorded individually identifiable result of a genetic test or explanation of such a result or family history pertaining to the presence, absence, variation, alteration, or modification of a human gene or genes.

#### **4.2.1.9 Marital/Parental Status**

Discrimination based on marital or parental status can be based on a person's status as single, married, parent, or non-parent where discrimination on these bases has disparately impacted those of different protected classes, including gender and sexual orientation.

#### **4.2.1.10 Veteran Status**

Veteran status discrimination is directed at a person who is a member of, has served in, applies to perform, or is obligated to perform service in, a uniformed military service of the U.S., including the National Guard.

#### **4.2.2 Elements Specific to Hostile Environment Harassment**

##### **4.2.2.1 Subjective Unwelcomeness**

Harassing conduct is subjectively offensive when a person experiences the conduct to be offensive, which, as a practical matter, also demonstrates unwelcomeness. Conduct can be subjectively offensive even if a person voluntarily participates. This standard is a personal one—conduct might be subjectively offensive to one person but not to another. Therefore, a person who does not subjectively perceive the conduct at issue as intimidating, hostile, or offensive has not experienced harassment, even if other individuals would consider such conduct to be so. Objections to or requests to stop harassing behavior, remarks, or epithets, or complaints to other individuals about conduct are some ways of demonstrating that conduct was subjectively offensive. However, a person is not required to complain to the University about the harassment, quit their job, or withdraw from classes in order to prove that they found it subjectively offensive.

Not all conduct of an offensive nature is prohibited. If a person initiates conduct of an offensive nature or is a willing participant in an offensive environment, they might not be a victim of prohibited harassment. However, a person's participation in or acquiescence to conduct of a harassing nature does not determine whether the conduct was unwelcome. When a person submits to harassing behavior to avoid being targeted further, to cope in a hostile environment, or because participation is made an implicit or explicit condition of employment or education, they are not considered to have welcomed the conduct. Rejection of or failure to respond positively to offensive comments or gestures demonstrates unwelcomeness. A person does not have to communicate an objection to harassing conduct to demonstrate its unwelcomeness or communicate objections every time a harassing incident occurs.

##### **4.2.2.2 Objectively Offensive**

Harassing conduct relating to protected class is objectively offensive if it is offensive to a reasonable person who is similarly situated, considering all the circumstances. An examination into the totality of circumstances is necessary. The circumstances considered might include, but are not limited to, frequency of conduct, the public nature of the conduct, how other employees or students responded to the conduct, whether the conduct was previously objectionable to the individual, whether it was physically threatening or humiliating, or whether any physical harm resulted. Those circumstances should include a person's protected class(es), if considering protected class may help a factfinder determine what would be offensive to a reasonable person who is similarly situated.

##### **4.2.2.3 Conduct That Alters**

Subjectively and objectively offensive conduct alters the conditions of employment or education and creates a hostile environment when it impedes an employee's or student's full participation in the workplace or educational program or activity.

Assessing whether conduct alters the conditions of employment or education requires a fact-based inquiry into the totality of the circumstances. This includes, but is not limited to, the nature, severity, frequency, and pervasiveness of the conduct and the psychological harm to an employee or student, if any.

Conduct that alters can manifest through physical conduct, verbal conduct, nonverbal conduct, written communication, electronic communications, pictures, or any combination of conduct or speech. There is no requirement that conduct must be both severe and pervasive to create a hostile environment, and, in certain circumstances, a single incident can be serious enough to create a hostile environment. Not all unwelcome, 19 offensive conduct alters an employee's conditions of employment by creating a hostile work environment or a student's education by creating a hostile educational environment.

### 4.3 SEX-BASED DISCRIMINATION

Sex-based discrimination is any discrimination that depends in part on consideration of a person's sex and can be due to sex characteristics, sex stereotypes, sexual orientation, gender identity, gender expression, and pregnancy, childbirth, and related medical conditions.

Sex Characteristics - Physiological characteristics, such as anatomy, hormones, chromosomes, and other traits, associated with male, female, or intersex bodies.

Sex Stereotypes - Fixed or generalized expectations regarding a person's aptitudes, behavior, self-presentation, or other attributes based on sex.

Gender Identity - A person's internal view of their gender. "Gender identity" covers a multitude of identities including, but not limited to, male, female, transgender, nonbinary, or gender-nonconforming individuals, and includes any person whose gender identity or gender presentation falls outside of stereotypical gender norms.

Gender Expression - Refers to the ways in which individuals manifest or express masculinity or femininity. It refers to all of the external characteristics and behaviors that are socially defined as either masculine or feminine, such as dress, grooming, mannerisms, speech patterns and social interactions.

Sexual Orientation - Actual or perceived heterosexuality, homosexuality, bisexuality, pansexuality, asexuality, or other sexual identity either by orientation or by practice.

Pregnancy, Childbirth, or Related Medical Conditions - Issues such as pregnancy; childbirth; lactation; using or not using contraception; or deciding to have, or not to have, an abortion.

Under Title IX, the University must not carry out different treatment or separation on the basis of sex by subjecting a person to more than de minimis harm except where permitted under the law in limited circumstances. Adopting a policy or engaging in a practice that prevents a person from participating in an education program or activity consistent with their gender identity causes more than de minimis harm on the basis of sex.

#### 4.3.1 Sex-Based Harassment or Harassing Conduct Otherwise Based on Sex

A form of sex discrimination that includes sexual harassment and harassment based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, or gender identity; that is quid pro quo harassment, hostile environment harassment based on sex and/or of a sexualized nature; or one of four specific offenses:

1. sexual assault
2. domestic violence
3. dating violence
4. stalking

Some examples of conduct that may be considered sex-based harassment, all of which are prohibited when they are part of conduct that meets the standard for discriminatory harassment set forth in 4.1.3.1 (Hostile Environment Harassment) and 4.1.3.2 (Quid Pro Quo Harassment), include, but are not limited to:

*Example 1: (Quid Pro Quo) A professor promises a student that he will give the student a better grade if he agrees to go out on a date with him. The student goes on the date and is given the better grade, or the student does not go on the date and does not receive the better grade;*

*Example 2: (Quid Pro Quo) A manager tells her employee that his work hours will be reduced if he does not have sex with her. The employee has sex with the manager and is permitted to retain his current work schedule, or the employee does not have sex with the manager and his work hours are reduced;*

*Example 3: (Hostile Environment) Unwelcome sexual advances -- whether they involve physical touching or not;*

*Example 4: (Hostile Environment) Unwelcome sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life; unwelcome comments about an individual's body, including comments or inquiries about an individual's sexual activity, deficiencies, or prowess;*

*Example 5: (Hostile Environment) Unwelcome leering, whistling, brushing against the body, or sexual gestures.*

#### **4.3.1.1 Specific Offenses:**

##### **4.3.1.1.1 Sexual Assault**

An offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. Attempts to commit any of these acts are also prohibited.

For the purposes of this section, the following considerations apply:

Consent – An understandable exchange of affirmative words or actions, which indicates a willingness by all parties to participate in mutually agreed upon sexual activity. Consent must be informed and freely and actively given and may not be obtained through coercion. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to sexual activity may be withdrawn at any time, as long as the withdrawal is communicated clearly. Whether an individual has taken advantage of a position of influence over a complainant may be a factor in determining consent. A position of influence could include supervisory or disciplinary authority. Silence, previous sexual relationships or experiences, and/or a current relationship may not, in themselves, be taken to imply consent. While nonverbal consent is possible (through active participation), it is best to obtain verbal consent. Similarly, consent to one form of sexual activity does not imply consent to other forms of sexual activity.

Coercion – Unreasonable pressure or emotional manipulation to persuade another to engage in sexual activity. When someone makes it clear that they do not want to engage in sexual behavior, or they do not want to go beyond a certain point of sexual activity, continued pressure beyond that point can be considered coercive. Being coerced into sexual activity is not consent to that activity.

Force – The use of physical strength or action (no matter how slight), violence, threats of violence, or intimidation (implied threats of violence) as a means to engage in sexual activity. A person who is the object of actual or threatened force is not required to physically, verbally or otherwise resist the aggressor, and lack of such resistance cannot be relied upon as the sole indicator of consent.

Incapacitation – An individual who is incapacitated by alcohol and/or drugs, whether voluntarily or involuntarily consumed, may not give consent. Alcohol or drug related incapacitation is more severe than impairment, being under the influence, or intoxication. Persons unable to consent due to incapacitation also include but are not limited to: persons under age sixteen (16); persons who are intellectually incapable of understanding the implications and consequences of the act or actions in question; and persons who are physically helpless.

##### **4.3.1.1.1.1 Sexual Assault – Rape**

The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person without the consent of the victim (or attempts to commit the same). This includes any gender of victim or respondent.

##### **4.3.1.1.1.2 Sexual Assault – Fondling**

Fondling is the touching of body parts commonly thought private of another person for the purpose of sexual gratification, without the consent of the victim, including instances in which the victim is incapable of giving consent because of age and/or because of temporary or permanent mental incapacity. This includes forcing another person to touch one's own body parts commonly thought private.

#### *4.3.1.1.2 Domestic Violence*

Felony or misdemeanor crimes committed by a person who:

- A. is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the University, or a person similarly situated to a spouse of the victim;
- B. is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- C. shares a child in common with the victim; or
- D. commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.

#### *4.3.1.1.3 Dating Violence*

Dating violence is 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:
  - a. the length of the relationship;
  - b. the type of relationship; and c. the frequency of interaction between the persons involved in the relationship;

#### *4.3.1.1.4 Stalking*

Engaging in a course of conduct based on sex and directed at a specific person that would cause a reasonable person to:

- A. fear for the person's safety or the safety of others; or
- B. suffer substantial emotional distress.

See Appendix 4: Resources for Sex-Based Harassment for state, local, and campus resources and other information to support persons who have experienced sex-based harassment.

### **4.4 JURISDICTION**

#### **4.4.1 University Programs and Activities**

The University's prohibitions against discrimination, harassment, and retaliation applies to all conduct occurring under the University's programs or activities. It applies to all members of the campus communities, including, but not limited to, students, faculty, librarians, staff, visitors, contractors, and applicants for employment or admission.

Conduct that occurs under the University's program or activity includes, but is not limited to:

- athletics;
- instruction;
- grading;
- housing;
- extracurricular activities;
- employment;
- conduct that occurs in any building owned or controlled by a student organization that is officially recognized by a postsecondary institution; and
- conduct that is subject to the University's disciplinary authority.

#### **4.4.2 Conduct Outside of the University's Programs and Activities**

Discrimination, harassment, or retaliation that occurs outside of the University's programs and activities may be actionable if there is a sufficient link with the employment or student relationship or both or where such conduct contributes to a hostile environment within the University's programs or activities. To determine whether conduct outside of the University's programs and activities constitutes prohibited discrimination or harassment, the University may consider the following non-exhaustive list of factors:

- whether the conduct adversely affected the terms and conditions of the complainant's employment or education or impacted the complainant's work or learning environment;
- whether the conduct occurred during a workplace event or educational activity, such as a University sponsored function or outing;
- whether the conduct occurred during work hours or scheduled class time;
- the relationship between the complainant and alleged harasser, such as harassment between a supervisor and supervisee or faculty member and student; or
- the nature and severity of the alleged conduct.

#### **4.4.3 Online Conduct**

Prohibited discriminatory harassment and retaliation may also occur via social media and other virtual platforms. Offensive conduct occurring online may be considered in determining both quid pro quo harassment claims and hostile environment harassment claims, such as a person making sexual requests through private online messages or a member of the campus community posting derogatory information about another member of the campus community online, provided the conduct meets the standard of discriminatory harassment set forth in 4.1.3.1 (Hostile Environment) and/or 4.1.3.2 (Quid Pro Quo). To determine whether conduct occurring online constitutes prohibited harassment covered by this Plan, the University will consider the nature and severity of the conduct, and may consider a range of non-exhaustive factors:

The nature or severity of the conduct;

- the virtual platform within which such conduct took place, and whether it is connected to the workplace or educational environment;
- the device or account used to access social media or the platform, such as use of a University account or device;
- whether the conduct occurred during work hours;
- how the respondent obtained access to the complainant's social media accounts;
- whether the harassment was on publicly available social media or private;
- the relationship between the complainant and respondent, such as harassment between a supervisor and employee or between a faculty member and student; or
- whether the conduct adversely affected the terms and conditions of the complainant's employment or education or has an effect on the complainant's work or educational environment.

#### **4.5 FIRST AMENDMENT AND ACADEMIC FREEDOM**

The University is committed to protecting, maintaining, and encouraging both freedom of expression and full academic freedom of inquiry, teaching, service, and research. Nothing in this Policy shall be construed to penalize a member of the University community for expressing an opinion, theory, or idea in the process of responsible teaching and learning. Accordingly, any form of speech or conduct that is protected by the principles of academic freedom or the First Amendment to the United States Constitution is not subject to this Policy.

#### **4.6 CONSENSUAL RELATIONSHIPS**

Consensual romantic and/or sexual relationships in which one party retains a direct supervisory or evaluative role over the other party are unethical and create a risk for real or perceived coercion and sexual harassment. The

University does not intrude upon private choices regarding personal relationships when these relationships do not violate the University's policies, or cause harm or increase the risk of harm to the safety and wellbeing of members of the campus community.

#### **4.6.1 Faculty/Administrator/Staff Member Relationships with Students**

No faculty member shall have a romantic and/or sexual relationship, consensual or otherwise, with a student who is being taught or advised by the faculty member or whose academic work is being supervised or evaluated, directly or indirectly, by the faculty member. No administrator or staff member shall have a romantic and/or sexual relationship, consensual or otherwise, with a student who the administrator or staff member supervises, evaluates, advises, or provides other professional advice or services as part of a University program or activity. Even if not expressly prohibited, a romantic and/or sexual relationship, consensual or otherwise, between a faculty member, administrator, or staff member and a student is looked upon with disfavor and is strongly discouraged.

#### **4.6.2 Relationships Between Supervisors and Subordinates or Between Coworkers**

A consenting romantic and/or sexual relationship between a supervisor and subordinate or coworkers may interfere with or impair the performance of professional duties and responsibilities and/or create an appearance of bias or favoritism. Further, such relationships could implicate state ethics laws and/or result in claims of discrimination, sexual misconduct, sex-based harassment, domestic violence, dating violence, stalking, and retaliation. Therefore, such workplace relationships are strongly discouraged.

### **4.7 EMPLOYEE OBLIGATIONS**

This section outlines specific obligations of employees to participate in required trainings; to report information, knowledge, or suspected knowledge of prohibited conduct under this policy; and/or to provide specific information to reporting parties. Employees who fail to adhere to these requirements and duties are subject to disciplinary action. Any member of the University community who has a question about their responsibilities under this Policy should contact the EO Officer or Title IX Coordinator.

#### **4.7.1 Duty to Report Discrimination, Harassment, and Retaliation**

Any trustee, administrator, department chair, program coordinator, manager, or any other employee with any supervisory authority, who receives such a report from a student or other member of the University community is obligated to report to the EO Officer or Title IX Coordinator any conduct of which they have direct knowledge and which they in good faith believe constitutes discrimination, discriminatory harassment, or retaliation in violation of this Policy. This includes sex-based discrimination and harassment.

All employees of the University without a duty to report are still encouraged to report to the EO Officer or Title IX Coordinator any conduct of which they have direct knowledge and which they in good faith believe constitutes discrimination, discriminatory harassment, or retaliation in violation of this Policy and to provide the reporting party as much assistance in bringing it to the attention of the EO Officer or Title IX Coordinator as is reasonably appropriate given their position at the University and relationship with the reporting party.

#### **4.7.2 Duty to Report Sex-Based Discrimination or Sex-Based Harassment**

In addition to the employees noted in Section 4.7.1, any employee who either has authority to institute corrective measures on behalf of the University or has responsibility for teaching (credit and non-credit bearing instruction) or advising (faculty and professional academic advisors) in the University's education program or activity, and who is not a confidential employee, is required to notify the Title IX Coordinator when the employee has information about conduct that reasonably may constitute sex discrimination under this Policy.

#### **4.7.3 Duty to Notify Reporters of Sex-Based Discrimination or Sex-Based Harassment**

Any employee not otherwise required to report information about conduct that reasonably may constitute sex discrimination may still elect to notify the Title IX Coordinator of information about such conduct. Otherwise, it is the obligation of that employee to notify the reporting party of specific information on how to contact the Title IX Coordinator and how to make a complaint.

##### **4.7.3.1 Confidential Employees**

Confidential employees must identify themselves as not required to report information to the Title IX Coordinator and only notify the reporting party of specific information on how to contact the Title IX Coordinator and how to make a complaint. The reporting party may request that confidential employees make a report to the Title IX Coordinator if the reporting party provides written consent to share information directly with the Title IX Coordinator.

#### **4.7.4 Duty to Report Abuse of Minors, Adults Aged 60+, and Persons with Disabilities**

Persons under 18 may be students or may be engaged in activities sponsored by the University or by third parties utilizing University facilities. Where an employee has reasonable cause to believe that a child is suffering injury, neglect, or abuse, including from sexual abuse, on campus or on university-owned or controlled property, the employee and/or the University may be obligated to comply with the mandatory child abuse reporting requirements established at M.G.L. c. 119, §51A-E. In such cases, the employee must immediately report the matter to Campus Police or Public Safety, who, in consultation with other officials, shall contact the Department of Children and Families (“DCF”) and/or outside law enforcement. In certain cases, employees may be obligated to make a report directly to DCF.

An employee may also directly contact law enforcement, DCF, or other relevant state agency in cases of suspected abuse or neglect. Massachusetts law also has mandatory reporting requirements for certain occupations where abuse or neglect of adults over 60, per M.G.L. c. 19A, §15, or persons with disabilities, per M.G.L. c. 19C, is suspected. For more information, please contact the Campus Police or Public Safety.

#### **Bridgewater State University Police Department**

Operations Center | 200 Great Hill Drive | Bridgewater, MA 02325

Phone: (508) 531-1212 Emergency: 911 TTY: (508) 531-6111 Fax: (508) 531-6180

Email: [bsupolice@bridgew.edu](mailto:bsupolice@bridgew.edu) Website: <https://www.bridgew.edu/about-us/police-department>

#### **4.7.5 Duty to Report Violations of the Clery Act**

Furthermore, Campus Security Authorities for the purposes of the Clery Act must act in accordance with their specific reporting obligations.

#### **4.7.6 Duty to Inform Persons Reporting Pregnancy or Pregnancy-Related Conditions**

When a student, or a person who has a legal right to act on behalf of the student, informs any employee of the student’s pregnancy or related conditions, unless the employee reasonably believes that the Title IX Coordinator has been notified, the employee is required to promptly provide that person with the Title IX Coordinator’s contact information and inform the student or person who has a legal right to act on the student’s behalf that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student’s equal access to the University’s education program or activity.

#### **4.7.7 Required Title IX and Campus Sexual Misconduct Employee Training**

All employees, including all faculty, staff, librarians, contract employees, and student employees are required to participate within 45 days of hire, and annually thereafter, in training on: (i) the University’s obligation to address sex discrimination in its education program or activity; (ii) the scope of conduct that constitutes sex discrimination

under Title IX and this Policy, including the definition of sex-based harassment; and (iii) all applicable notification and information requirements under Title IX and this Policy.

Furthermore, training at time of hire shall include but not be limited to: (i) an explanation of civil rights laws, their meaning, purpose, definition and applicability to all forms of sex-based and gender-based harm; (ii) the role drugs and alcohol play in changing behavior and affecting an individual's ability to consent; (iii) information on options relating to the reporting of an incident of sexual misconduct, the effects of each option and the methods to report an incident of sexual misconduct, including confidential and anonymous disclosure; (iv) information on the University's policies and procedures for resolving sexual misconduct complaints and the range of sanctions or penalties the University may impose on students and employees found responsible for a violation; (v) the name, contact information and role of the confidential resource provider; and (vi) strategies for bystander intervention and risk reduction; and (vii) information on opportunities for ongoing sexual misconduct prevention and awareness campaigns and programming.

Training completion will be tracked by the Title IX Coordinator at each campus. Employees working on multiple campuses are required to participate in training at each University.

Investigators, decisionmakers, and other persons who are responsible for implementing the University's grievance procedures relative to sex discrimination or have the authority to modify or terminate supportive measures are required to participate in training relative to their duties and responsibilities under Title IX, including how to serve impartially, such as by avoiding prejudgment of the facts at issue, conflicts of interest, and bias, at the time of hire, at change of appointment that alters their duties under Title IX, and annually thereafter.

## 5 COMPLAINT INVESTIGATION AND RESOLUTION PROCEDURES

The University has adopted Complaint Investigation and Resolution Procedures ("Procedures") that provide for the prompt and equitable resolution of complaints made by students, employees, or other individuals who are participating or attempting to participate in its program or activity, or by the Title IX Coordinator or Equal Opportunity Officer. These Procedures provide a mechanism for investigation and resolution of any alleged conduct prohibited by the EO Plan and are available to all students, faculty, librarians, staff, visitors, contractors, applicants for employment or admission, and others having dealings with the University.

No community member may retaliate, harass, intimidate, threaten, coerce, or otherwise discriminate against any individual for filing a complaint under these Procedures or for otherwise exercising their rights or responsibilities under the EO Plan.

***Specific elements of these Procedures are applicable only to complaints and reports of sex-based harassment and are explicitly designated as such. See Appendix 5 for a summary of rights for parties to complaints of sex-based harassment.***

### 5.1 DEFINITIONS

#### 5.1.1 Administrative Reviewer

The administrative reviewer, one or more trained persons, other than the investigator, who reviews the investigation report to assess if the investigation process was equitable, impartial, and thorough, and therefore, complete. The administrative reviewer may or may not be the EO Officer or Title IX Coordinator. The administrative reviewer is part of the decision-making body.

#### 5.1.2 Complainant

A student or employee who is alleged to have been subjected to conduct that could constitute discrimination under the Policy of Nondiscrimination; or a person other than a student or employee who is alleged to have been subjected

to conduct that could constitute discrimination under the Policy of Nondiscrimination and who was participating or attempting to participate in the University's program or activity at the time of the alleged discrimination.

#### **5.1.3 Complaint**

An oral or written request to the University that objectively can be understood as a request for the University to investigate and make a determination about alleged discrimination under the Policy of Nondiscrimination.

#### **5.1.4 Decision-Making Body/Decisionmaker**

The decision-making body, or decisionmaker, is comprised of the investigator and administrative reviewer assigned to a complaint. The decision-making body makes the determination as to whether prohibited conduct occurred based on the preponderance of the evidence and, where such prohibited conduct is found to have occurred, assigns any appropriate sanctions or remedies.

#### **5.1.5 Disciplinary Sanctions**

Consequences imposed on a respondent following a determination under these Procedures that the respondent violated the University's Policy of Nondiscrimination.

#### **5.1.6 Investigator**

The investigator is one or more trained persons assigned to a complaint to gather evidence and interview parties and witnesses to make findings of fact regarding the allegations in the complaint. The investigator may or may not be the EO Officer or Title IX Coordinator. The investigator is part of the decision-making body.

#### **5.1.7 Party**

A complainant or respondent.

#### **5.1.8 Relevant**

Questions are relevant when they seek evidence that may aid in showing whether the alleged discrimination occurred, and evidence is relevant when it may aid a decisionmaker in determining whether the alleged discrimination occurred.

#### **5.1.9 Remedies**

Measures provided, as appropriate, to a complainant or any other person the University identifies as having had their equal access to the University's program or activity limited or denied by discrimination as defined by the Policy of Nondiscrimination. These measures are provided to restore or preserve that person's access to the University's program or activity after the University determines that discrimination occurred.

#### **5.1.10 Report**

A report is the first step in order for an individual to provide information, learn about options and resources, and consider supportive measures. A report puts the University on notice that prohibited conduct may have occurred and may or may not include a request for investigation of prohibited conduct. Many employees are obligated to share information reported to them about conduct prohibited under the Policy of Nondiscrimination with the Title IX Coordinator or EO Officer and, therefore, most reports result in outreach from the Title IX Coordinator or EO Officer to the impacted individual(s) to provide information and review options, including options to submit a complaint and request an investigation. A report can be submitted by an employee, student, community member, or other third party, and can be authored by someone impacted by behavior or someone with knowledge of it. A report may be considered a complaint where it includes a statement that can be objectively understood as a request for the University to investigate and make a determination about alleged discrimination under the Policy of Nondiscrimination.

#### **5.1.11 Respondent**

A person or persons who are alleged to have violated the University's Policy of Nondiscrimination.

### **5.2 SUPPORTIVE MEASURES**

Supportive measures are individualized measures offered as appropriate and as reasonably available, without unreasonably burdening a complainant or respondent, not for punitive or disciplinary reasons, and without fee or charge to the complainant or respondent to:

- A. restore or preserve that party's access to the University's program or activity, including measures that are designed to protect the safety of the parties or the University's environment; or
- B. provide support during the University's Complaint Investigation and Resolution Procedures or during an informal resolution process. 29 Such measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the University's educational environment, or deter prohibited harassment. Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules or dining arrangements, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, restrictions from areas of campus, leaves of absence, increased security and monitoring of certain areas of the campus, statutorily provided leave to employees, and other similar measures.

A formal complaint is not required to request or access supportive measures. Supportive measures may be appealed under the same grounds as outlined in Section 5.5.18 of this Plan. Appeals may be submitted to the Title IX Coordinator or EO Officer. See Appendix 4 for state, local, and campus resources and other information to support persons who have experienced sex-based harassment.

### **5.3 AMNESTY**

Students may be hesitant to report sex-based harassment, sexual assault, domestic or dating violence, stalking, or retaliation, out of concern that they, or witnesses, might be charged with violations of the University's drug/alcohol policies. While the University does not condone such behavior, it places a priority on the need to address sex-based harassment prohibited by this Plan. Accordingly, the University will not pursue discipline against a student who, in good faith, reports, witnesses, or participates in an investigation of sex-based harassment, sexual assault, domestic or dating violence, stalking, or retaliation.

### **5.4 FALSE COMPLAINTS**

Filing a false charge of discrimination, discriminatory harassment, or retaliation is a serious offense. If an investigation reveals that a person knowingly filed false charges, the University shall take appropriate actions and issue sanctions, up to and including termination or expulsion, pursuant to other applicable University policies, including any applicable collective bargaining agreement. The imposition of such sanctions does not constitute retaliation under this Plan. The University will not discipline any party, witness, or others participating in the process for making a false statement based solely on the University's determination of whether prohibited conduct occurred.

### **5.5 COMPLAINTS**

A complaint is one action that may be pursued based on a report of prohibited behavior under this Plan. Additional reporting and resolution options are described in Sections 5.7 and 5.8 of this Plan. The formal complaint process includes an investigation process, determination of responsibility by a decisionmaker, and an appeal opportunity.

#### **5.5.1 Right to Make a Formal Complaint**

The following people have a right to make a complaint of prohibited discrimination, requesting that the University investigate and make a determination about alleged discrimination:

- A “complainant,” which includes:
- a student or employee of the University who is alleged to have been subjected to conduct that could constitute discrimination under the Policy of Nondiscrimination; or
- a person other than a student or employee of the University who is alleged to have been subjected to conduct that could constitute discrimination under the Policy of Nondiscrimination at a time when that individual was participating or attempting to participate in the University’s program or activity.

University officials with oversight of this Plan:

- the University’s Title IX Coordinator, consistent with the requirements of Title IX; or
- the University’s Equal Opportunity Officer, consistent with the requirements of Title VI and Title VII.

Where a complaint is filed by the University’s Title IX Coordinator or EO Officer, or a person authorized to act on behalf of the complainant, the complainant is still such person who is alleged to have been subjected to conduct that could constitute discrimination under the Policy of Nondiscrimination. In such cases, neither the Title IX Coordinator, the Equal Opportunity Officer, nor the University, are the complainant.

### 5.5.2 Submission of Complaint

Individuals are encouraged to file complaints directly with the EO Officer or Title IX Coordinator, but complaints may also be filed with other offices, such as Student Conduct, Human Resources, Residence Life, or Campus Police. Any complaint that is initially filed with other offices will be reported to the EO Officer or Title IX Coordinator.

The complaint must be in the words of the complainant or the University official who received the complaint. Complaints should contain all known facts pertaining to the alleged violation, the names of any known witnesses and others with knowledge of the allegations, and an identification of any documents or other evidence.

Reports may be made in person, in writing, by mail, by telephone, or by electronic mail, using the contact information listed for the EO Officer or Title IX Coordinator, electronic form (if available), or by any other means that results in the EO Officer or Title IX Coordinator receiving the person’s verbal or written report. Such a report may be made at any time (including during non-business hours) by using the reporting options available at the time of the report.

**Chris McMillan, Esq.** | (he/him) Executive Director | Title IX Coordinator |

504 Coordinator Boyden 206 (located in the stairwell closest to Grove Street)

131 Summer Street | Bridgewater, MA 02325

Phone: (508) 531-2744 Email: [eo@bridgew.edu](mailto:eo@bridgew.edu) Fax: (508) 531-6017 EO/

Title IX Report Form: [https://cm.maxient.com/reportingform.php?BridgewaterStateUniv&layout\\_id=17](https://cm.maxient.com/reportingform.php?BridgewaterStateUniv&layout_id=17)

### 5.5.3 Jurisdiction Determination

The EO Officer, Title IX Coordinator, or designee will determine if the complaint falls within the jurisdiction of these Procedures. At this point, the University will implement any necessary and/or appropriate supportive measures, where applicable, or monitor and/or revise any measures already in place. If the University determines that the complaint is not properly filed pursuant to these procedures, it will provide written notice to the complainant (or third party reporter). Prohibited conduct occurring prior to the implementation of this EO Plan is subject to adjudication under the complaint and resolution procedures applicable at the time the alleged prohibited conduct occurred.

**5.5.4 Consolidation**

The University may consolidate complaints of discrimination against more than one respondent, or by more than one complainant against one or more respondents, or by one party against another party, when the allegations of discrimination arise out of the same facts or circumstances. When more than one complainant or more than one respondent is involved, references below to a party, complainant, or respondent include the plural, as applicable.

**5.5.5 Concurrent Investigations**

In some circumstances, the respondent's alleged conduct violating this Plan may constitute a potential violation of other University conduct policies such as those in the Student Code of Conduct. To avoid duplicative efforts, the University may undertake a concurrent investigation of the alleged conduct. Where such concurrent investigation takes place, the University will use these Complaint Investigation and Resolution Procedures. Based on the findings of the concurrent investigation, the respondent may be subject to disciplinary action for violations of this Plan, the Student Code of Conduct, or other policy violations. If a formal complaint is dismissed in accordance with Section 5.5.9 of this Plan, an investigation may continue under other University conduct policies and the procedures prescribed for alleged violations of those policies.

**5.5.6 Concurrent Criminal or Civil Proceedings**

University investigations may be conducted before, after, or simultaneously with civil or criminal proceedings, and University investigations are not subject to challenge on the grounds that civil or criminal charges involving the same conduct have been dismissed or reduced. When a person has been charged with a crime or a violation of civil law, the University will neither request nor agree to special consideration for the individual solely because of his/her student status. Persons subject to parallel criminal charges shall be instructed that their statements and/or other information supplied by them may be subject to subpoena. The University will not delay its investigation due to the criminal investigation, unless law enforcement requests to gather evidence. When law enforcement makes such a request, the University will typically resume its investigation within three to ten days.

**5.5.7 Counterclaims**

At times a respondent may assert a counterclaim against the complainant in which the respondent alleges that the complainant has engaged in conduct that violates the EO Plan. Such counterclaims are treated as separate complaints under the EO Plan. Under such circumstances, the Investigator will notify and/or provide a copy of the respondent's complaint to the complainant for their response in the same manner that the initial complaint is provided to the respondent. The University has the discretion to consolidate into one investigation all complaints between a complainant and a respondent (or among multiple parties), if the evidence related to each incident would be relevant and probative in reaching a determination on the other incident(s). Any complaint by a respondent against a complainant that is frivolous, knowingly false, or asserted in bad faith will be considered retaliation against the complainant who filed the original complaint and will become a separate violation of the EO Plan for which the Respondent may be subject to potential sanctions.

**5.5.8 Patterned Offenses**

Multiple complaints of discrimination can be charged as or combined as pattern offenses. A pattern may exist and be charged when there is a potential substantial similarity to incidents where the proof of one could make it more likely that the other(s) occurred, and vice-versa. Patterns may exist based on target selection, similarity of offense, or other factors. Where a pattern is found, it can be the basis to enhance sanctions, accordingly.

Violation of any other University policies may constitute discrimination or harassment when motivated by actual or perceived protected characteristic(s), and the result is a limitation or denial of employment or educational access, benefits, or opportunities.

### **5.5.9 Dismissal of a Complaint**

The University may dismiss a complaint if:

- the University is unable to identify the respondent after taking reasonable steps to do so;
- the respondent is not participating in the University's program or activity and is not employed by the University;
- the University obtains the complainant's voluntary withdrawal in writing of any or all of the allegations, the Title IX Coordinator or Equal Opportunity Officer declines to initiate a complaint, and the University determines that, without the complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute discrimination under the Policy of Nondiscrimination even if proven; or
- the University determines the conduct alleged in the complaint, even if proven, would not constitute discrimination under the Policy of Nondiscrimination. Before dismissing the complaint, the University will make reasonable efforts to clarify the allegations with the complainant.

Upon dismissal, the University will promptly notify the complainant in writing of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the University will notify the parties simultaneously in writing.

The University will notify the complainant that a dismissal may be appealed on the bases outlined in Section 5.5.18 of this Plan. If dismissal occurs after the respondent has been notified of the allegations, then the University will also notify the respondent that the dismissal may be appealed on the same bases. If a dismissal is appealed, the University will follow the procedures outlined in Section 5.5.18 of this Plan.

When a complaint alleging sex-based harassment is dismissed, the University will, at a minimum:

- offer supportive measures to the complainant as appropriate;
- if the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate; and
- take other prompt and effective steps, as appropriate, through the Title IX Coordinator to ensure that prohibited sex-based discrimination does not continue or recur within the University's program or activity.

### **5.5.10 Requirements of the Formal Complaint Process**

#### ***5.5.10.1 Advisor of Choice***

The University will provide the parties with the same opportunities to be accompanied to any meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney.

- The University will not limit the choice or presence of the advisor for the complainant or respondent in any meeting or proceeding.
- The University may establish restrictions regarding the extent to which the advisor may participate in these resolution procedures, as long as the restrictions apply equally to the parties.

Respondents who are unit members may elect to have a union representative (or other University employee) present during any meeting that the unit member reasonably believes may result in discipline pursuant to the unit member's Weingarten rights. A respondent unit member who invokes their Weingarten right to a union representative or other University employee is not also permitted an advisor.

#### **5.5.10.2 Equitable Treatment**

The University will treat complainants and respondents equitably. Furthermore, the University presumes that the respondent is not responsible for the alleged prohibited conduct until a determination is made at the conclusion of these Procedures.

#### **5.5.10.3 No Conflicts of Interest**

The University requires that any EO Officer, Title IX Coordinator, investigator, or decisionmaker not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. As long as there is no conflict of interest or bias, a decisionmaker may be the same person as the EO Officer, Title IX Coordinator, or investigator.

#### **5.5.10.4 Presentation of Witnesses and Evidence**

The University will provide an equal opportunity for the parties to present fact witnesses and other inculpatory and exculpatory evidence that is relevant and not otherwise impermissible during the investigation process.

#### **5.5.10.5 Privacy and Confidentiality**

The University will take reasonable steps to protect the privacy of the parties and witnesses during its resolution procedures and to prevent and address the parties' and their advisors' unauthorized disclosure of information and evidence obtained solely through these Complaint Investigation and Resolution Procedures. These steps will not restrict the ability of the parties to obtain and present evidence, including by speaking to witnesses; consulting with their family members, confidential resources, or advisors; or otherwise preparing for or participating in the resolution procedures. The parties cannot engage in retaliation, including against witnesses.

#### **5.5.10.6 Standard of Proof**

The determination of responsibility for alleged violations of this Plan will be made based on a preponderance of evidence. Under this standard of proof, conclusions by the decisionmaker must be based on what "more likely than not" occurred, based on available information and evidence. Accordingly, the decisionmaker must determine whether it is more likely than not that the respondent violated the Policy of Nondiscrimination.

#### **5.5.10.7 Written Notice**

The University will provide to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all meetings or proceedings with sufficient time for the party to prepare to participate.

#### **5.5.11 Timeframes for Formal Complaints**

The University has established the following timeframes for the major stages of the formal complaint process. A "day" for the purposes of these procedures is a business day, that is, Monday through Friday, excluding University recognized holidays.

| Formal Complaint Process Steps & Milestones                            | Timeframe, where practicable                                                                  |
|------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| Complaint Received                                                     | N/A                                                                                           |
| Notification of Allegations sent to all Parties Simultaneously         | Promptly after formal complaint received                                                      |
| Respondent's Initial Written Response to Allegations                   | Due 5 days after delivery of notice of allegations                                            |
| Investigation to Gather Evidence and Conduct Interviews                | To be concluded, where practicable, within 60 days of notice of allegations                   |
| Draft Investigation Report                                             | Issued to parties simultaneously at the conclusion of the investigation process               |
| Party Review and Response to Draft Investigation Report                | Parties have 10 days to view the draft report and submit written response to the investigator |
| Final Investigation Report to Administrative Reviewer                  | Delivered to Administrative Reviewer within 10 days of response due date                      |
| Decision-Making Body Conducts Questioning, if required or applicable   | To be completed within 15 days of receipt of written responses to Final Investigation Report  |
| Written Determination of Responsibility sent to Parties Simultaneously | Within 7 days of the Decision-Making Body reaching a determination                            |
| Appeal Submittal                                                       | Due within 5 days of delivery of written determination                                        |
| Appeal Response                                                        | To be concluded, where practicable, within 30 days of receipt of written appeal               |

If, for good cause, any stage of these Procedures is temporarily delayed, the University will provide the parties written status updates at reasonable intervals until the investigation is completed that explains the reason for the delay or extension. Good cause for limited delays may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; the need for language assistance or accommodation of disabilities; the complexity or severity of a complaint; and breaks in the academic calendar or exam periods. While the University will make reasonable efforts to accommodate the availability of parties, their advisors, and witnesses, a party, their advisor, or a witness may not delay the process unreasonably by refusing to attend or otherwise participate in the process.

#### 5.5.12 Step 1: Written Notice of Allegations to Parties

Upon receipt of a formal complaint and initiation of the formal complaint process, the University will notify the parties in writing of the following with sufficient time for the parties to prepare a response before any initial interview:

- the University's Complaint Investigation and Resolution Procedures and any informal resolution process, if determined appropriate;

- sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), the conduct alleged to constitute prohibited discrimination, and the date(s) and location(s) of the alleged incident(s), if known;
- retaliation is prohibited;
- the respondent is presumed not responsible for the alleged discrimination until a determination is made at the conclusion of the resolution procedures. Prior to such a determination, the parties will have an opportunity to present relevant and not otherwise impermissible evidence to a trained, impartial decisionmaker;
- the parties may have an advisor of their choice who may be, but is not required to be, an attorney;
- the parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence; and
- the University prohibits knowingly making false statements or knowingly submitting false information during the complaint resolution and resolution procedures.

If, in the course of an investigation, the University decides to investigate additional allegations of discrimination by the respondent toward the complainant that are not included in the written notice or that are included in a consolidated or patterned complaint, it will provide written notice of the additional allegations to the parties.

The respondent may provide an initial written response to the allegations within five (5) days of delivery of the Notice of Allegations.

### **5.5.13 Step 2: Investigation**

The investigation is a process by which the investigator assigned to a formal complaint gathers evidence and interviews parties and witnesses to make findings of fact regarding the allegations in the complaint. Through the investigation interviews, the investigator provides parties with opportunities to present evidence and fact witnesses.

The investigation shall include, but is not limited to: review and consideration of all relevant and not otherwise impermissible evidence, including written statements and other materials presented by the parties; interviews of the parties and other individuals and/or witnesses; reviewing certain documents or materials in the possession of either party that the investigator has deemed relevant; and an analysis of the allegations and defenses presented using the preponderance of the evidence standard.

The investigator may also review any available campus police investigation reports or the investigation reports of local law enforcement authorities. The investigator will objectively evaluate all evidence that is deemed relevant and not otherwise impermissible — including both inculpatory and exculpatory evidence.

The following types of evidence, and questions seeking that evidence, are impermissible (i.e., will not be accessed or considered, except by the University to determine whether one of the exceptions listed below applies, will not be disclosed, and will not otherwise be used), regardless of whether they are relevant:

- evidence that is protected under a privilege recognized by Federal or State law or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality;
- a party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless the University obtains that party's or witness's voluntary, written consent for use in its resolution procedures; and
- in regards to complaints of sex-based harassment, evidence that relates to the complainant's sexual interests or prior sexual conduct, unless evidence about the complainant's prior sexual conduct is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove

consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude determination that sex-based harassment occurred.

#### **5.5.13.1 Duty to Cooperate**

Every faculty member, librarian, administrator, staff member and University employee has a duty to cooperate fully and unconditionally in an investigation conducted pursuant to the Complaint Investigation and Resolution Procedures. This duty includes, among other things, speaking with the EO Officer, Title IX Coordinator, Investigator, reviewing or appellate body, and providing all documentation that relates to the claim being investigated. The failure and/or refusal of any employee, other than an employee subject to criminal charges or who invokes a Fifth Amendment privilege, to cooperate in an investigation may result in a separate disciplinary action up to and including termination.

#### **5.5.13.2 Investigation Report**

Following the gathering and review of evidence and conclusion of investigative interviews, a Draft Investigation Report will be produced which shall include:

- summaries of the investigation interviews;
- all evidence, or descriptions and summaries thereof, that is relevant to the allegations of discrimination and not otherwise impermissible;
- the investigator's findings of fact based on the preponderance of the evidence; and
- the investigator's analysis of allegations, defenses, and evidence presented in order to make the factual findings.

The investigator will provide each party and the party's advisor, if any, with 10 days to view and respond in writing to the Draft Investigation Report.

The investigator will consider the responses to the Draft Investigation Report, make any changes deemed appropriate by the investigator, and provide a Final Investigation Report to the administrative reviewer, along with any evidence that was deemed not relevant or otherwise impermissible.

Should material changes be made to the Investigation Report due to the responses received to the Draft Investigation Report, the parties will be provided an additional opportunity to view the revised report and provide additional response to new substantive evidence. Each party will have 5 days to view and respond to the revised Investigation Report.

The Investigation Report does not include a determination. The determination and any applicable sanctions are communicated through the Notice of Outcome.

### **5.5.14 Step 3: Administrative Review**

#### **5.5.14.1 Assessment that Investigation is Complete**

For all complaints, upon receipt of the Final Investigation Report, the administrative reviewer will review the Investigative Report to assess if the investigation process was equitable, impartial, and thorough, and 37 therefore, complete. The administrative reviewer will review all available evidence to confirm that any evidence deemed irrelevant or impermissible has been appropriately excluded from consideration. The administrative reviewer may consult directly with the investigator to make such determinations. If deficiencies are found, the administrative reviewer may remand the matter to the investigator for additional investigation.

The University provides the parties with an equal opportunity to be heard and to access the relevant and not otherwise impermissible evidence during the investigation process and through the Draft Investigation Report. If

additional evidence is determined to be relevant and permissible during the Administrative Review process, the parties will be provided with an equal opportunity to access this evidence. Parties may also access relevant and permissible evidence upon the request of the party.

#### **5.5.14.2 Credibility Assessment**

If the administrative reviewer is satisfied that the investigation process was equitable, impartial, and thorough, the administrative reviewer and investigator, comprising the decision-making body, will make a credibility determination for each party. To the extent credibility is both in dispute and relevant to evaluating one or more allegations of discrimination, the decision-making body may direct follow-up questions to parties and witnesses to adequately assess a party's or witness's credibility. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness. Such a credibility determination will be addressed in the final Investigation Report.

#### **5.5.14.3 Follow-Up Questions**

The investigator and administrative reviewer, as the decision-making body, further reserve the right to collaborate in conducting additional individual meetings with any parties and witnesses to ask follow-up questions.

#### **5.5.15 Step 4: Special Considerations Applicable Only to Complaints of Sex-Based Harassment**

In complaints alleging sex-based harassment, parties may propose to the decision-making body relevant and not otherwise impermissible questions and follow-up questions to ask of other parties and witnesses, including questions challenging credibility.

Such questioning will take place following the administrative review process and through one of two mechanisms: (1) a live hearing, or (2) shuttle-questioning in individual follow-up meetings.

The decision-making body, in consultation with the Title IX Coordinator, except where the Title IX Coordinator conducted the investigation or administrative review, will determine if such questioning will take place through a live hearing or individual follow-up meetings. The Title IX Coordinator may consider the following principles in making such determination:

- severity of alleged allegations;
- severity of alleged harm resulting from alleged conduct;
- imbalances of power between parties;
- care, concern, and risk factors for the parties; or
- whether all parties demonstrate capacity.

##### **5.5.15.1 Procedures for a Live Hearing, if offered**

In matters involving sex-based harassment and where the decision-making body, in consultation with the Title IX Coordinator, has deemed that a live hearing will be conducted for the purpose of questioning parties and witnesses, the University will conduct the live hearing with the parties and their advisors, if any, physically present in separate locations with technology enabling the decisionmaker and parties to simultaneously see and hear the party or witness while that person is speaking. At the University's discretion, the University may conduct the live hearing with the parties physically present in the same geographic location.

The University will create an audio or audiovisual recording or transcript of any live hearing and make it available to the parties for inspection and review but not for additional response.

##### **5.5.15.2 Procedures for Shuttle-Questioning through Individual Follow-Up Meetings**

In matters involving sex-based harassment and where the decision-making body, in consultation with the Title IX Coordinator, has deemed shuttle-questioning will take place through individual follow-up meetings for the purpose of questioning parties and witnesses, the decision-making body will solicit follow-up questions from parties following review of the investigation report. The decision-making body will conduct follow-up meetings with each party and

any witnesses, as appropriate. The decision-making body will then provide each party with an audio or audiovisual recording or transcript of the questioning with enough time for the party to have a reasonable opportunity to propose additional follow-up questions. The decision-making body will again conduct follow-up meetings with each party and any witnesses, as appropriate, after which the questioning process is considered complete.

#### **5.5.15.3 Procedures for the Decisionmaker to Evaluate the Questions and Limitations on Questions**

Regardless of the format for follow-up questioning, the decision-making body is the only process participant who may ask direct questions of the parties and witnesses during the follow-up question process. Direct cross examination by the parties or their advisors are prohibited.

Parties will present their questions to the decision-making body for prescreening. The decision-making body will determine whether a proposed question is relevant and not otherwise impermissible before the question is posed and will explain any decision to exclude a question as not relevant or otherwise impermissible. Questions that are unclear or harassing of the party or witness being questioned will not be permitted. The decision-making body will give a party an opportunity to clarify or revise a question that the decisionmaker determines is unclear or harassing. If the party sufficiently clarifies or revises the question, the question will be asked by the decision-making body.

#### **5.5.15.4 Refusal to Respond to Questions**

The decision-making body may choose to place less or no weight upon statements by a party or witness who refuses to respond to questions deemed relevant and not impermissible. The decision-making body will not draw an inference about whether discrimination occurred based solely on a party's or witness's refusal to respond to such questions.

#### **5.5.16 Step 5: Determination of Whether Prohibited Discrimination Occurred**

Following an investigation of a formal complaint, evaluation of all relevant and not otherwise impermissible evidence, and assessment of credibility, the decision-making body will:

- Use the preponderance of evidence standard of proof to determine whether prohibited conduct occurred. If the decision-making body is not persuaded under the preponderance of evidence standard that prohibited conduct occurred, whatever the quantity of the evidence is, the decision-making body will not determine that prohibited conduct occurred.
- Not impose discipline on a respondent for conduct prohibited by this Plan unless there is a determination at the conclusion of the complaint and resolution procedures that the respondent engaged in prohibited conduct.
- If there is a determination that prohibited conduct occurred, as appropriate, the EO Officer or Title IX Coordinator will: Coordinate the provision and implementation of remedies to a complainant and other people the University identifies as having had equal access to the University's program or activity limited or denied by the prohibited conduct;
  - Coordinate the imposition of any disciplinary sanctions on a respondent, including, when appropriate, notification to the complainant of any such disciplinary sanctions;
  - Take other appropriate prompt and effective steps to ensure that the prohibited conduct does not continue or recur within the University's program or activity;
  - Comply with the complaint and resolution procedures before the imposition of any disciplinary sanctions against a respondent; and
  - Not discipline a party, witness, or others participating in the complaint and resolution procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether prohibited conduct occurred.

The determination regarding responsibility becomes final either on the date that the University provides the parties with the written determination of the result of any appeal, or, if no party appeals, the date on which an appeal would no longer be considered timely.

### **5.5.17 Step 6: Notice of Outcome, Disciplinary Sanctions, and Remedies**

A written Notice of Outcome will be issued to all parties simultaneously promptly and not more than seven (7) days following the determination by the decision-making body.

The Notice of Outcome shall include the following:

1. a description of the alleged prohibited conduct;
2. information about the policies and procedures that the University used to evaluate the allegations; 3. the factual findings of the investigation based on the decision-making body's evaluation of the relevant and not otherwise impermissible evidence;
4. the determination as to whether prohibited conduct occurred and the rationale for the determination;
5. when the decision-making body finds that prohibited sex-based harassment occurred, any disciplinary sanctions the University will impose on the respondent, whether remedies other than the imposition of disciplinary sanctions will be provided by the University to the complainant, and, to the extent appropriate, others identified by the University to be experiencing the effects of the prohibited conduct;
6. the sanctions that directly relate to the complaining party that arise from an allegation of any other form of prohibited discrimination; and
7. the University's procedures and permissible bases for the complainant and respondent to appeal.

For the purpose of recordkeeping, the Notice of Outcome shall be affixed to the Final Investigation Report. Parties may request a copy of the Final Investigation Report by contacting the Equal Opportunity Officer and/or Title IX Coordinator.

#### **5.5.17.1 Sanctions**

Following a determination that prohibited conduct occurred, the University will notify a party found responsible of all sanctions imposed. If the sanctions imposed include a separation from the residence halls or the University, and, in the opinion of the decision-making body, the party poses a continued threat to the safety of one or more members of the campus community, the sanctions may take effect immediately, and while an appeal is pending.

For employee respondents, disciplinary action taken against an employee shall be regarded as an administrative action, up to and including termination. Additional disciplinary action shall also be taken against an employee who violates a sanction or sanctions imposed pursuant to this Plan.

Where removal of tenure is recommended by the decision-making body, the procedures set forth in Article IX of the collective bargaining agreement between the MSCA and the BHE will be followed. In the event that tenure is not removed, the matter will be remanded to the decision-making body to assign appropriate sanctions.

For student respondents, a student who has been found to have violated the EO Plan may be subject to sanctions including, but not limited to:

- reprimand
- fines and/or restitution
- warning
- disciplinary hold
- disciplinary probation
- assessment

- loss of privileges
- educational program or project
- relocation of residence
- revocation of admission or degree
- restriction from facilities or activities
- withholding of degree
- temporary or permanent residence hall suspension
- suspension
- expulsion

In general, the sanction typically imposed for students for rape is expulsion. The sanction typically imposed for students for other forms of sexual assault, domestic violence, dating violence, and stalking is suspension or expulsion. All student sanctions, however, are determined on a case-by-case basis in consideration of: the seriousness of the violation; sanctions typically imposed for similar violations; prior disciplinary history; and any other circumstances indicating that the sanction should be more or less severe.

Additional disciplinary action shall also be taken against a student who violates a sanction(s) imposed pursuant to this Plan. Depending on the nature of the violation, such discipline may be imposed pursuant to the provisions of this Plan or pursuant to the applicable provision of the Student Code of Conduct.

#### **5.5.17.2 Additional Remedies Following Finding of a Violation**

Where necessary, the University will provide additional measures to remedy the effects of a violation. These remedies are separate from, and in addition to, any supportive measures that may have been provided or sanctions that have been imposed. If the complainant declined or did not take advantage of a specific service or resource previously offered as a supportive measure, such as counseling, the University will re-offer those services to the complainant as applicable or necessary.

In addition, the University will consider broader remedial action for the campus community, such as increased monitoring, supervision, or security at locations where the incidents occurred, increased or targeted education and prevention efforts, climate assessments/victimization surveys, restorative justice, and/or revisiting its policies and procedures.

#### **5.5.18 Step 7: Appeals**

Appeals must be submitted to the EO Officer or, for complaints of sex-based discrimination, to the Title IX Coordinator, and be received by the fifth day following delivery of the Notice of Outcome or Notice of Complaint Dismissal.

The University will offer an appeal from a dismissal or determination whether prohibited conduct occurred on the following bases:

- procedural irregularity that would change the outcome;
- new evidence that would change the outcome and that was not reasonably available when the determination or dismissal was made; and
- the EO Officer, Title IX Coordinator, investigator, or decisionmaker involved in the process had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that would change the outcome.

If a party appeals a dismissal or determination whether prohibited conduct occurred, the University will:

- notify the parties in writing of any appeal, including notice of the allegations, if notice was not previously provided to the respondent;
- implement appeal procedures equally for the parties;
- ensure that the decisionmaker for the appeal did not take part in an investigation of the allegations or dismissal of the complaint;
- ensure that the decisionmaker for the appeal has been trained consistent with the policy and, for sex-based discrimination complaints, with Title IX regulations;
- communicate to the parties in writing that the University will provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and
- notify the parties in writing of the result of the appeal and the rationale for the result.

## 5.6 INFORMAL RESOLUTION

In lieu of resolving a complaint through the University's formal complaint investigation procedures, the parties may instead request to participate in an informal resolution process by making a request to the EO Officer or Title IX Coordinator.

The University will inform the parties in writing of any informal resolution process it offers and determines appropriate, if any. Participation in an informal resolution is voluntary. This resolution option is only available where all parties explicitly agree to utilize an informal resolution process.

The University will not offer an informal resolution to resolve a complaint when such a process would conflict with Federal, State, or local law. The EO Officer and/or Title IX Coordinator, in conference with others as necessary, will assess the request for informal resolution against the severity of allegations and the potential risk of a hostile environment or safety concern for other campus community members. Informal resolution is not available when the complainant is an employee of the University. In addition to the aforementioned considerations, the University may also consider these additional factors:

- likelihood of potential resolution, considering any power dynamics between the parties
- civility, emotional investment, and capability of the parties
- respondent's disciplinary history
- complaint complexity
- goals of the parties
- adequate resources to invest in informal resolution (e.g., time, staff, etc.)

If an informal resolution is appropriate, the EO Officer or Title IX Coordinator will notify the parties. The University will not ask a complainant to resolve a problem with a respondent without the involvement of the EO Officer, Title IX Coordinator, or designee.

Before the initiation of an informal resolution process, the University will explain in writing to the parties:

- the allegations;
- the requirements of the informal resolution process;
- that any party has the right to decline to participate in the informal resolution process;
- that any party has the right to withdraw from the informal resolution process and initiate or resume Complaint Investigation and Resolution Procedures at any time before agreeing to a resolution;
- that if the parties agree to a resolution at the end of the informal resolution process, they cannot initiate or resume complaint investigation procedures arising from the same allegations;

- the potential terms that may be requested or offered in an informal resolution agreement, including notice that an informal resolution agreement is binding only on the parties; and
- what information the University will maintain and whether and how the University could disclose such information for use in complaint and resolution procedures if such procedures are initiated or resumed.

The EO Officer, Title IX Coordinator, or designee will facilitate a dialogue with the parties in an attempt to reach a resolution. At no time prior to the resolution of the matter shall either party question or confront the other, or engage a third party to do so, outside the presence of the EO Officer, Title IX Coordinator, or designee.

Every attempt will be made to conclude the informal resolution Process within sixty (60) days of the date of the request for informal resolution. A complainant is not required to use the informal resolution Procedure before initiating the complaint investigation procedures. A party may withdraw from the informal resolution Procedure and initiate the complaint investigation procedures at any time.

The informal resolution process will be deemed complete when all parties expressly agree to an outcome that is acceptable to them and to the University. The University will create a written record of any such agreement. The University will also ensure a reasonably prompt time frame for an informal resolution process, if it is offered and utilized.

## **5.7 OTHER REPORTING OPTIONS**

### **5.7.1 Law Enforcement**

Complainants are never required to report an incident to Campus Police/Public Safety or local law enforcement. The EO Officer or Title IX Coordinator will assist complainants in notifying law enforcement, if requested by the complainant.

Where complainants allege prohibited conduct that may also violate the law, complainants may file a criminal complaint with Campus Police/Public Safety, the local police department where the incident occurred, and/or other state and federal law enforcement agencies. Complainants can make both a criminal report and a report to the University and do not have to choose one or the other. The Universities encourage victims of crimes to report incidents to the police so that the police can take appropriate measures to help victims and prevent future crimes. In addition to the EO Officer or Title IX Coordinator, Campus Police/Public Safety will help in filing a report with local law enforcement, should the complainant request assistance.

If a complainant elects not to make a criminal report, the University will respect that decision; however, the University may have an obligation under the Clery Act to inform Campus Police/Public Safety of an alleged crime but will not disclose the complainant's name. If a complainant chooses to make a report to Campus Police/Public Safety, an investigation will be conducted, and if the Complainant so requests, they will receive assistance in filing criminal charges against the Respondent. Campus Police/Public Safety can also assist a complainant in the process of obtaining protective restraining orders and abuse prevention orders for physical assault, sexual harassment, sexual assault, dating violence, domestic violence, and stalking.

### **5.7.2 Confidential Reports**

#### **5.7.2.1 Employees with Confidential Privilege**

Persons who have experienced prohibited conduct under this Plan may share information confidentially with designated employees ("Confidential Employees") who cannot reveal identifying information to any third party unless one or more of the following conditions is present:

- the individual has provided written consent to disclose information;
  - there is a concern about imminent harm to self or others;
  - the information concerns the neglect or abuse of someone who is a minor, elderly, or disabled; or
  - an employee has been charged with providing non-identifiable information for purposes of the Clery Act.
- “Confidential Employees” include the following positions, only when acting in their professional capacity for which confidential privilege has been afforded:
- licensed mental health counselors;
  - licensed health care personnel; or
  - pastoral counselors or clergy who work for the University.

See also, Section 4.7.3.1.

#### **5.7.2.2 Confidential Resource Provider for Sex-Based Harassment**

The University has designated at least one Confidential Resource Provider to assist individuals with concerns of sex-based harassment including sexual assault, domestic violence, dating violence, and stalking. 44 The confidential resource provider receives training in the awareness and prevention of sex-based harassment and in trauma-informed response and coordinates with any on-campus or off-campus sexual assault crisis service center or domestic violence program and, if directed by the reporting party, campus or local law enforcement agencies, assists the student or employee in contacting or reporting to campus or local law enforcement agencies. If requested by the reporting party, the confidential resource provider, using only the reporting party’s identifying information, shall coordinate with the appropriate institutional personnel to arrange possible interim school-based supportive measures to allow the reporting party to change academic, living, campus transportation or working arrangements in response to the alleged sexual misconduct. A confidential resource provider shall not provide services to adverse parties in an incident of sexual misconduct and shall ensure confidentiality is maintained.

The confidential resource provider is not required to report an incident to the institution or a law enforcement agency unless otherwise required to do so by state or federal law and shall provide confidential services to students and employees. A request for a possible interim school-based supportive measure made by a confidential resource provider on behalf of a reporting party to change an academic, living, campus transportation, or working situation in response to alleged sex-based harassment shall not require the reporting party to file a formal complaint. A confidential resource provider may attend University’s investigation and resolution proceedings as the advisor of the student’s or employee’s choice.

Upon the request of the reporting party or responding party, the confidential resource provider shall provide information on:

- the parties’ rights;
- the University’s responsibilities regarding a protection order, no contact order, and any other lawful orders issued by the institution or by a criminal, civil or tribal court;
- reporting options and the effects of each option;
- counseling services available on campus and through a local, community-based rape crisis center or domestic violence program;
- medical and health services available on campus and off campus;
- available school-based supportive measures related to academic and residence life;
- the disciplinary process of the institution; and
- the legal process carried out through local law enforcement agencies.

See also, Section 4.7.3.1.

**5.8 The University's Confidential Resource Provider is:**

**Sexual Violence Support and Advocacy Center (SVASC)**

**Contact: Assistant Director Brandie Leach**



**Moakley Center | Room 130 Phone (508) 531-2048**

Email: [SVASCcenter@bridgew.edu](mailto:SVASCcenter@bridgew.edu)

Intranet: <https://studentbridgew.sharepoint.com/sites/SVASC>

SVASC Support Form: [https://cm.maxient.com/reportingform.php?BridgewaterStateUniv&layout\\_id=34](https://cm.maxient.com/reportingform.php?BridgewaterStateUniv&layout_id=34)



The Sexual Advocacy and Support Center (SVASC) is a confidential resource located at the Moakley Center, room 130. Pictured above, is the waiting room (left) and the counselling room (right).

## Additional SVASC Resources:

### Off Campus Resources

**A New Day Rape Crisis Program**



**Family & Community Resources**



**Massachusetts Sexual & Domestic Violence Service Providers**



### Contact us

Phone: (508) 531-2048  
Email: [svascenr@bridgew.edu](mailto:svascenr@bridgew.edu)  
Location: Moakley Center, Room 130

### SVASC Support Form

This form is used to request information or support services from The Sexual Violence Advocacy and Support Center. You can use this form to refer yourself or someone else that has experienced sex or gender-based violence, relationship violence, stalking, or sexual harassment to the SVAS Center.



### Supportive Services at the Sexual Violence Advocacy and Support Center

The SVAS Center is dedicated to reducing incidents of sexual assault and relationship violence on campus and within the community.

The SVAS Center utilizes national best practices to inform its approach to educating and creating awareness around topics of sexual assault, harassment, relationship violence, and stalking.



### SVASC SERVICES

- ① 1:1 Educational counseling on the impact of sexual assault, dating violence, domestic violence, and stalking
- ① Education on reporting options
- ① Information regarding campus and community resources and make appropriate referrals
- ① Safety planning
- ① Violence prevention trainings and workshops upon request
- ① Free sex health supplies



### BSU CONFIDENTIAL RESOURCES

**Counseling Services\***  
Counseling Center, Weygand Hall  
Phone: (508) 531-1331  
Hours: M, T, Th, Fri 8:30am-5:00pm | Wed 8:30-7:00pm

**Health Services\***  
Location: Weygand Hall  
Phone: (508) 531-1252  
Hours: M, T, Th, Fri 8:30am-5:00pm | Wed 8:30-7:00pm

**Wellness Center**



### BSU PRIVATE RESOURCES

**Police**  
BSU Police: (508) 531-1212 or 911 (on campus incidents)

**Title IX Coordinator**  
Chris McMillan (he/him):  
(508) 531-2744  
[c2mcmillan@bridgew.edu](mailto:c2mcmillan@bridgew.edu)

**LGBTQ Resources**  
GLBTA Pride Center  
Rondileau Student Union, Room 109  
(508) 531-1408

## ANONYMOUS REPORTS OF SEX-BASED HARASSMENT

The University provides an anonymous reporting option for sex-based harassment. Limited actions and interventions are available in response to anonymous reports. Anonymous reports are not accepted as formal complaints under this Plan. In some cases, the University will be able to use information from anonymous reports to identify patterns, investigate prohibited conduct, structure appropriate and available interventions to address prohibited conduct, issue timely warnings, follow up with impacted parties, or address problematic behavior directly. However, information received anonymously will be used primarily for data and trend tracking.

Anonymous reports may be made online at:

EO/Title IX Report Form: [https://cm.maxient.com/reportingform.php?BridgewaterStateUniv&layout\\_id=17](https://cm.maxient.com/reportingform.php?BridgewaterStateUniv&layout_id=17)

## APPENDIX 1: PRIMARY RESPONSIBILITIES - EO OFFICER

The Equal Opportunity Officer (“EO Officer”) provides campus-wide leadership to promote equal opportunity and nondiscrimination on campus. The EO Officer works closely with the President, Vice Presidents, Department Chairs, Program Coordinators and Directors in the implementation, monitoring and evaluation of the Universities’ Equal Opportunity, Nondiscrimination, and Title IX Plan. The EO Officer is the ombudsman for all issues of discrimination, other than sex-based discrimination, and retaliation.

The EO Officer may also serve as the Title II/Section 504 Coordinator. Similarly, the EO Officer may be the primary Title IX Coordinator for each University, although the University may designate one or more additional Deputy Coordinators to assist with Title IX compliance.

This position typically reports directly to the President or a senior cabinet member and may provide supervisory oversight to professional and non-professional staff.

Typical duties include:

- Provides leadership in planning and organizing events and programs to increase the awareness of diversity on campus.
- Develops plans and policies to recruit and employ members of protected classes through equal employment opportunity programs.
- Responsible for monitoring, implementing and evaluating recruitment to insure a policy of nondiscrimination, equal employment/educational opportunity, and diversity.
- Serves as an ex-officio member of faculty hiring committees.
- Works closely with the Vice Presidents, Directors, Program Coordinators and Department Heads to develop and implement program initiatives designed to increase diversity among faculty, staff and students.
- Plans and develops policies and procedures regarding the implementation of the ADA and the Rehabilitation Act.
- Oversees investigations of all complaints of discrimination, other than sex-based discrimination, and retaliation filed pursuant to the University’s EO Plan Complaint Investigation and Resolution Procedures. Responsible for communicating all relevant information to appropriate persons on campus regarding the investigation process. May act as a representative of the University on claims presented to state/federal agencies.
- Reviews University policies for potential discriminatory impact.
- Communicates information on laws, regulations and policies on equal opportunity to members of the University community.

Typical experience, knowledge, and credentials that prepare someone for this role may include:

1. Master's Degree and/or Juris Doctor degree
2. Demonstrated knowledge of and ability to interpret federal and state discrimination, harassment and equal opportunity laws.
3. Exceptional communication, organizational and interpersonal skills.
4. Demonstrated ability to maintain a high level of collegiality with different campus constituencies.
5. Experience with sexual misconduct prevention programming and training.
6. Experience designing and implementing training for different campus constituencies.
7. Experience with reporting software and databases.
8. Prior experience conducting investigations in higher education.
9. Experience participating in administrative hearings and proceedings.
10. Experience with and understanding of mental health/counseling issues in higher education.

This description of primary responsibilities is illustrative and not necessarily exhaustive.

## **APPENDIX 2: PRIMARY RESPONSIBILITIES - TITLE IX COORDINATOR**

The Title IX Coordinator has primary responsibility for managing the day-to-day responsibilities associated with the University's compliance obligations pursuant to Title IX and the Massachusetts Campus Sexual Violence Law of 2021, and the related policies of the University. The Title IX Coordinator works closely with the President, Vice Presidents, Department Chairs, Program Coordinators and Directors in the implementation, monitoring and evaluation of the Universities' Equal Opportunity, Nondiscrimination, and Title IX Plan as it pertains to sex-based discrimination and Title IX compliance.

The Title IX Coordinator may also serve as the EO Officer and/or the Title II/Section 504 Coordinator. Additionally, the individual Universities may designate one or more additional Deputy Coordinators to assist the lead Title IX Coordinator with Title IX and MA Campus Sexual Violence Law compliance.

This position typically reports directly to the President or a senior cabinet member and may provide supervisory oversight to professional and non-professional staff. Typical duties include:

- Serving as the University's central resource on issues related to sexual misconduct, sex--based discrimination and harassment, domestic and dating violence, stalking and retaliation.
- Implementing and managing the University's prohibitions against sex-based discrimination.
- Monitor the University's education program or activity for barriers to reporting information about conduct that reasonably may constitute sex discrimination and take steps reasonably calculated to address such barriers
- Ensuring that community members know their options and resources concerning the reporting of sexual misconduct, sex -based discrimination and harassment, domestic and dating violence, stalking and retaliation.
- Coordinating the training of students and employees, within 45 days of their matriculation or employment: (i) mandatory sexual misconduct primary prevention programming as enumerated in MA law; and (ii) information on opportunities for ongoing sexual misconduct prevention and awareness campaigns and programming.
- Evaluating and implementing of requests for accommodations or supportive measures.
- Overseeing the receipt, investigation and resolution of complaints of sexual misconduct, sex - based discrimination and harassment, domestic and dating violence, stalking and retaliation by employees, students and others protected under state/federal laws/regulations and/or the University EO Plan. Where appropriate, conducting complaint investigations.

- Maintaining investigation files; maintaining a University-wide reporting system for complaints and investigation findings, and identifying patterns, and making recommendations.
- Developing and implementing long-term goals for programming, services, education and assessment of Title IX compliance efforts, including but not limited to sexual misconduct, sex - based discrimination and harassment, domestic and dating violence, stalking and retaliation.
- Providing leadership for University-wide initiatives to increase gender equity on campus.
- Overseeing education, training, and outreach programming concerning awareness and prevention of sexual misconduct, sex -based discrimination and harassment, domestic and dating violence, stalking and retaliation.
- Providing or recommending training to Deputy Title IX Coordinators, complaint Mediators and Administrative Investigators, and other campus officials with Title IX responsibilities.
- Maintaining current knowledge of the laws, policies, procedures and best practices with regard to sexual misconduct, sex-based discrimination and harassment, domestic and dating violence, stalking and retaliation; attending trainings, workshops, conferences to augment knowledge. Acting as the University's representative when attending conferences and communicating with government compliance or investigation officers, and processing inquiries from third parties.

Typical experience, knowledge, and credentials that prepare someone for this role may include:

1. Master's Degree and/or Juris Doctor degree
2. Demonstrated knowledge of and ability to interpret federal and state discrimination, harassment and equal opportunity laws, including Title IX, Title VII, VAWA, and Clery.
3. Exceptional communication, organizational and interpersonal skills.
4. Demonstrated ability to maintain a high level of collegiality with different campus constituencies.
5. Experience with sexual misconduct prevention programming and training.
6. Experience designing and implementing training for different campus constituencies.
7. Experience with reporting software and databases.
8. Prior experience conducting Title IX investigations in higher education.
9. Experience participating in administrative hearings and proceedings.
10. Experience with and understanding of mental health/counseling issues in higher education.

This description of primary responsibilities is illustrative and not necessarily exhaustive.

### **APPENDIX 3: PRIMARY RESPONSIBILITIES - EQUAL OPPORTUNITY / TITLE IX INVESTIGATOR**

The EO/Title IX Investigator is responsible for investigating alleged incidents of discrimination, harassment, retaliation, as defined in the University's Equal Opportunity, Nondiscrimination, and Title IX Plan ("EO Plan"). The Investigator is responsible for gathering, preserving and analyzing evidence/information to inform the outcome of the investigation and recommended corrective action and/or resolution.

This position typically reports to the EO Officer or the Title IX Coordinator and may provide supervisory oversight to assigned professional and non-professional staff.

Typical duties include:

- Conduct investigations of complaints of discrimination, harassment, retaliation in a timely, equitable, impartial, and thorough manner.
- Prepare comprehensive investigation reports, including factual findings and analysis.
- Serve as the contact for all parties to an investigation and manage communications regarding the investigation process.
- Assist the EO Officer and/or Title IX Coordinator in the evaluation and implementation of requests for accommodations or supportive measures.

Assist the EO Officer and/or Title IX Coordinator in the development of training programs for faculty, staff and students on equal opportunity, discrimination, harassment, retaliation, Title IX, and other related topics.

- Provide information to the campus community regarding the EO Plan and the Complaint Investigation and Resolution Procedures.
- Remain abreast of University, state, and federal policies, statutes, regulations and guidance documents in the areas of discrimination, harassment, and retaliation.
- Participate in professional forums, conferences, training and/or seminars. Continuously identify and integrate best practices in the equal opportunity investigation field into knowledge base and practice.
- Identify systemic problems in the investigation process and make recommendations to the EO Officer and/or Title IX Coordinator concerning appropriate changes to the EO Plan and/or the Complaint Investigation and Resolution Procedures.

Typical experience, knowledge, and credentials that prepare someone for this role may include: Bachelor's or Master's degrees in psychology, counseling, social work, and criminal justice, or Juris Doctor; or combination of relevant education and experience.

1. Experience investigating complaints and/or grievance investigation and resolution.
2. Knowledge of state and federal laws regarding discrimination, harassment, retaliation and equal opportunity.
3. Exceptional communication and organizational skills.
4. Demonstrated ability and to project neutrality and to appropriately handle confidential and sensitive information.
5. Demonstrated ability to maintain a high level of collegiality with different campus constituencies. Experience in higher education.
6. Experience and training in HR, student conduct, civil rights and/or diversity programming.
7. Knowledge and understanding of equal opportunity laws and regulations

This description of primary responsibilities is illustrative and not necessarily exhaustive.

#### **APPENDIX 4: RESOURCES FOR SEX-BASED HARASSMENT**

The safety, health, and well-being of the campus community is of paramount importance. Any person who experiences any form of sexual assault, sexual harassment, domestic violence, dating violence, stalking, or retaliation, or similar harmful behaviors regardless of whether they are expressly prohibited by policy, is strongly urged to speak with someone to get the support they need, no matter when or where the incident occurred. For information on the location, phone numbers, hours, and services provided for the campus and community resources listed below, please contact the Title IX Coordinator or Deputy Title IX Coordinator, the EO Officer, Human Resources, Student Life or Student Conduct, Residence Life, Health Services, the Counseling Center and/or Campus Police/Public Safety.

#### **IMMEDIATE NEEDS**

##### **Assuring One's Safety**

If an incident occurs, the Universities encourage one to report the incident and seek both police and medical assistance. Seeking police or medical assistance does not obligate one to make a complaint or take any further action, but the decision to seek medical help and gather evidence allows one to preserve the full range of available options.

The Universities will assist any community member to get to a safe place, provide transportation for medical help and, if requested, contact law enforcement. For help at any time, contact Campus Police/Public Safety or, during regular University business hours, contact the Title IX Coordinator.

### **Preserving Evidence**

Any person who has experienced sexual violence is encouraged to take steps to preserve evidence of the incident, as doing so may be necessary to prove that a crime occurred, or to obtain a protection order from the court. After an incident occurs, one should try to refrain from bathing, showering, brushing teeth, drinking, eating, douching or changing clothes until the evidence can be collected. If one changes clothes, one should place each garment in a separate paper (not plastic) bag. If the incident involves any written or electronic communications (e.g., pictures/videos, texts, social media posts, etc.), care should be taken to preserve copies and not delete the original communication.

### **CONFIDENTIAL MEDICAL ATTENTION**

Medical attention is strongly encouraged to treat any possible injuries, including internal injuries, or infections. Please note that there are some medical actions that are more effective if taken within a few days after an offense, such as preventative treatment for pregnancy and sexually transmitted infections, evidence collection, and toxicology testing, if there are signs that drugs or alcohol facilitated the offense. One may generally discuss the incident with licensed medical personnel confidentially.

### **Confidential Medical Resources on Campus**

Students may access the services of the Student Health Center on a confidential basis. Employees may seek confidential counseling and referral services from the Employee Assistance Program (“EAP”).

### **Confidential Community Medical Resources**

Sexual Assault Nurse Examiners (SANEs) are specially trained, certified professionals skilled in performing quality forensic medical-legal exams. One may find more information about SANE services and where to obtain them here: <https://www.mass.gov/ma-sexual-assault-nurse-examiner-sane-program>

### **Confidential Counseling and Support**

Generally, one may discuss the incident with a licensed mental health counselor or a counselor recognized by a religious order or denomination on a confidential basis. These counselors are good options if one wishes to discuss one’s situation with someone who can keep information about an incident as confidential as possible while assisting in determining next steps, such as obtaining further counseling, seeking medical attention, preserving evidence, and/or reporting to University or law enforcement authorities then or at a later time. Confidential Counseling and Support Resources on Campus Students may access Counseling Services on a confidential basis. Employees may seek the confidential services of the EAP. All community members may access the confidential services of religious/pastoral counselors on campus, if any.

### **COMMUNITY COUNSELING AND SUPPORT RESOURCES**

Many off-campus counseling resources are available. These service providers are not required to report any information to the University and will generally maintain one’s confidentiality. National and State Organizations

- The National Stalking Resource Center: <https://victimsofcrime.org/stalking-resource-center/>
- Stalking, Prevention, Awareness, and Resource Center (SPARC): <https://www.stalkingawareness.org/>
- National Sexual Assault Hotline: (800) 656-4673 (24/7)

RAINN [Rape Abuse & Incest National Network]: (800) 656-4673 (Hotline) <http://www.rainn.org> (On-Line Live Chat)

- Safelink MA Hotline: (877) 785-2020 (24/7)
- MA Spanish Language Rape Crisis Center Hotline (Llamanos): (800) 223-5001 (Hotline)
- National Domestic Violence Hotline: (800) 799-7233 (24/7)
- Healing Abuse Working for Change (HAWC): (800) 547-1649 (24/7)
- Victim Rights Law Center: 115 Broad Street, 3rd Floor Boston, MA 02110 Phone: (617) 399-6720 (legal services for victims of sexual assault) <https://www.victimrights.org/>
- Crisis Text Line for People of Color: **Text STEVE to 741741**
- The Trevor Project (LGBTQ Suicide Hotline): (866) 488-7386
- Trans Lifeline: (877) 565-8860
- Our Deaf Survivors Center: VP (978) 451-7225, Text (978) 473-2678
- MaleSurvivor: <https://malesurvivor.org>
- National Suicide Prevention Lifeline: (800) 273-8255 (Hotline)

#### **Massachusetts Office for Victim Assistance (MOVA)**

MOVA upholds and advances the rights of crime victims and witnesses by providing outreach and education, policy advocacy, policy and program development, legislative advocacy, grants management, and service referrals.

#### ***Sexual Assault and Rape Services***

MOVA supports free services throughout Massachusetts to help victims and survivors of sexual assault and rape. These services provide a range of options to support an individual's specific needs, including:

- 24/7 hotline counseling, information, and referral;
- will go with victims to hospitals and/or police stations 24/7;
- will go with a victim to court;
- provide one-to-one counseling and support group counseling; and
- provide primary prevention education, professional training and outreach.

<https://www.mass.gov/sexual-assault-and-rape-services>

#### **Greater Boston Area Boston Area**

Rape Crisis Center, Cambridge (BARCC): (800) 841-8371 (24/7 hotline) | (617) 492-6434 TTY <https://barcc.org/>

#### **Northeastern Massachusetts**

- YWCA North Shore Rape Crisis Center, Lynn/Lawrence/Haverhill: (877) 509-YWCA (9922), Spanish: (800) 223-5001
- Center for Hope and Healing, Lowell: (800) 542-5212 Hotline, (978) 452-8723 TTY

### **Central Massachusetts**

- Pathways for Change, Inc., Worcester: (800) 870-5905 Hotline, (888) 877-7130
- Pathways for Change, Inc., Fitchburg: (800) 870-5905
- Wayside Trauma Intervention Services, Milford: (800) 511-5070 Hotline, (508) 478-4205 TTY
- Voices Against Violence, Framingham: (800) 593-1125 Support line, (508) 626-8686 TTY

### **Southeastern Massachusetts**

- A Safe Place, Nantucket: (508) 228-2111 Hotline, (508) 228-7095 TTY
- Cape Cod Shelter & Domestic Violence Services (508) 564-7233
- Independence House, Hyannis: (508) 771-6702 or Hotline (800) 439-6507
- Independence House, Falmouth: (508) 548-0533 or Hotline (800) 439-6507
- Martha's Vineyard Community Services, Oak Bluffs: (508) 693-0032 Hotline or (774) 549-9659 TTY
- The Women's Center, Greater New Bedford: Hotline (508) 999-6636 or (508) 996-1177 TTY
- The Women's Center, Fall River: Hotline (508) 996-3343 or (508) 996-1177 TTY
- New Hope, Attleboro: (800) 323-4673 Hotline/TTY
- The Women's Center, Fall River: (508) 672-1222 Hotline, (508) 999-6636; TTY (508) 996-1177
- A New Day, Brockton: (508) 588-8255 Hotline, (508) 588-8255 or toll free at (888) 293-7273

### **Western Massachusetts**

- Elizabeth Freeman Center, Pittsfield: (866) 401-2425 Hotline, (413) 499-2425 TTY Center for Women and Community, Amherst: (413) 545-0800 Hotline, (413) 577-0940 TTY
- NELCWIT, Greenfield: 413-772-0806 Hotline; 413-772-0815 TTY
- YWCA of Western Mass, Springfield: (800) 796-8711 (24/7) Hotline and TTY; (800) 223-5001 Spanish
- YWCA of Western Mass, Westfield: (800) 796-8711 (24/7) Hotline and TTY

### ***Domestic Violence Services***

MOVA supports free services throughout Massachusetts to help victims and survivors of domestic violence. These services provide a range of options to support an individual's specific needs.

<https://www.mass.gov/domestic-violence-services>

### **PRIVATE NON-CONFIDENTIAL CAMPUS RESOURCES**

The Universities offer a variety of resources to those community members who have experienced or been affected by sexual harassment, sexual assault, domestic violence, dating violence, stalking, and retaliation. Most employees and other resources at the University are not confidential. While the following resources are not bound by confidentiality, they will seek to keep information as private as possible and will only share information within the limited group of University personnel necessary to address the issues of prohibited conduct presented. • Title IX Coordinator (and any Deputies)

- EO Officer
- BSU Police
- Human Resources

- Housing/Residence Life
- Student Life/Student Affairs
- Student Conduct/Community Standards
- Disability Services/Student Accessibility Services

#### **APPENDIX 5: WRITTEN NOTIFICATION OF RIGHTS FOR COMPLAINANTS AND RESPONDENTS OF SEX-BASED HARASSMENT**

Parties, that is, complainants or respondents, to claims of sex-based harassment are notified of the following rights to:

- a prompt, thorough, and equitable investigation and resolution of a complaint;
- the confidentiality of the investigation process to the extent possible (reference to confidentiality section);
- referrals to confidential assistance and support services from both on- and off-campus resources, including 24-hour services;
- know, in advance, the names of all persons known to be involved;
- request that the University impose no contact/no communication orders or other supportive measures;
- an advisor of their choice who can be present at any time during the complaint resolution proceedings. Pursuant to Weingarten, Respondent unit members may exercise their right to a union representative or other University employee at meetings which the unit member reasonably believes may result in discipline, who will serve as the advisor of choice;
- reasonable accommodations for a documented disability during the process;
- be present at certain meetings and inspect, review, and respond to evidence;
- present relevant and not otherwise impermissible evidence;
- provide witnesses;
- submit questions to be asked of parties and witnesses;
- not have irrelevant sexual history discussed;
- know the status of the case at any point during the investigation and resolution process;
- receive a determination of responsibility at the conclusion of the investigation and resolution process;
- be informed of the outcome of the process in a timely manner;
- an appeal from the outcome of the process (if proper grounds for appeal exist);
- be free from any behavior that may be construed by the University to be intimidating, harassing, or retaliatory; and
- have the matter handled in accordance with University policy.

Furthermore, complainants are advised of the following rights to:

- an explanation of the options available;
- choose whether or not to make a formal complaint, which would initiate a formal investigation, unless the University deems it necessary to investigate to protect the safety of the community or in compliance with applicable law;
- file a police report and/or take legal action separate from and/or in addition to the University discipline process;
- not file a complaint or seek assistance from local law enforcement, but receive supportive measures from the University;
- be assisted by the University in seeking assistance from or filing a complaint with local law enforcement;

- a change in on-campus residence and/or an adjustment to their academic schedule if such changes are reasonably available;
- seek and enforce a harassment prevention order, restraining, or similar protective court order; and
- inform the University that a protective order has been issued under federal or state law and be informed of the University's responsibilities upon receipt of such notice.

And respondents are advised of the following rights to:

- receive a copy of the complaint filed against them;
- an explanation of the allegation(s) against them; and
- be presumed not in violation of University Policy until such time a determination is made at the conclusion of the investigation and resolution process.

**Bridgewater State University Sexual Violence Advocacy Support Center**

|                                                                 |
|-----------------------------------------------------------------|
| <b>STATEMENT OF POLICY ADDRESSING SEX OFFENDER REGISTRATION</b> |
|-----------------------------------------------------------------|

The federal Campus Sex Crimes Prevention Act requires colleges and universities to issue a statement advising the campus community where information concerning registered sex offenders may be obtained. The act also requires registered sex offenders to provide to appropriate state officials, notice of each institution of higher education in the state in which the offender is employed, carries on a vocation, or is a student.

**How to Inquire**

Members of the Bridgewater State University community may request information about sex offenders in Massachusetts at the Massachusetts Sex Offender Registry Board, telephone (978) 740-6400 or [MA Sex Offender Registry Board](#)

Members of the Bridgewater State University community may obtain information concerning registered sex offenders that either work or are enrolled as students with the BSU Police Department.

**Penalties for Improper Use of Sex Offender Registry Information**

Information contained in the Sex Offender Registry shall not be used to commit a crime against an offender or to engage in illegal discrimination or harassment of an offender. Any person who improperly uses Sex Offender Registry information shall be punished by not more than two and one-half years in a house of correction or by a fine of not more than \$1,000 or by both such fine and imprisonment.

### STATEMENT OF POLICY ON MISSING PERSONS

The following policies regarding Missing Persons are being provided according to requirements of the 2008 Amendments to the Higher Education Opportunity Act.

Any person (student, staff, or faculty) believed to be missing from the campus unexpectedly shall be immediately reported to the Bridgewater State University Police. If members of the BSU community believe that a student has been missing for 24hrs, it is critical that they report that information to the BSUPD by calling 508-531-1212.

It is the policy of the Bridgewater State University Police Department to investigate any report of a missing person that is filed by someone with knowledge of that student being missing or otherwise not where s/he is expected to be. This report may be filed by a parent/guardian or other family member of the person, by a roommate, a Residential Life staff member (including student staff), Health Services staff member, faculty member, employment supervisor, or anyone else with information that indicates the person is missing.

The BSU Police will conduct an initial investigation to determine if the person appears to be missing, or has simply changed her or his routine unexpectedly, and whether or not there is reason to believe the person is endangered.

Police officers will check student's login records, class schedules, interview fellow students and faculty, and use other methods to determine the status of a missing person. From this initial investigation, the scope will continue to expand to make attempts to determine the location of the person reported missing to assure she/he is safe.

The BSU Police will enter a missing person record into the National Crime Information Computer database immediately upon determination that the person is missing.

After investigating the missing person report, should BSUPD determine that the student is missing and has been missing for more than 24 hours, BSUPD will notify the local law enforcement agency with jurisdiction in the area the student went missing and the student's confidential contact no later than 24 hours after the student is determined to be missing. The local law enforcement agency will be contacted regardless of if the missing person has identified a contact person, is above the age of 18, or is an emancipated minor. If the missing student is under the age of 18 and is not an emancipated individual, BSUPD will notify the student's parent or legal guardian and their confidential contact within 24hrs after BSUPD has determined that the student has been missing for more than 24 hours. In addition to registering an emergency contact, students residing in on-campus housing have the option to identify, confidentially, an individual to be contacted by BSU in the event the student is determined to be missing for more than 24 hours. If a student has identified such an individual, BSU will notify that individual no later than 24 hours after the student is determined to be missing.

A student who wishes to identify a confidential contact can do so through the BANNER system annually. A student's confidential contact information will be accessible only by authorized campus officials and law enforcement as appropriate and it will not be disclosed outside of a missing person investigation.

## **STATEMENT OF POLICY FOR REPORTING THE ANNUAL DISCLOSURE OF CRIME STATISTICS**

As required by federal law, Bridgewater State University compiles yearly crime statistics in accordance with the definitions of crimes provided by the FBI for use in the Uniform Crime Reporting (UCR) system. The report includes statistics for the previous three years concerning crimes that occurred on campus that were reported to the Bridgewater State University Police, designated campus officials (including but not limited to directors, deans, department heads, residence life staff, advisors to students, and athletic coaches). In addition, these statistics also include persons referred for campus disciplinary action for categories required under the Clery Act, including liquor and drug law violations and illegal weapons possession.

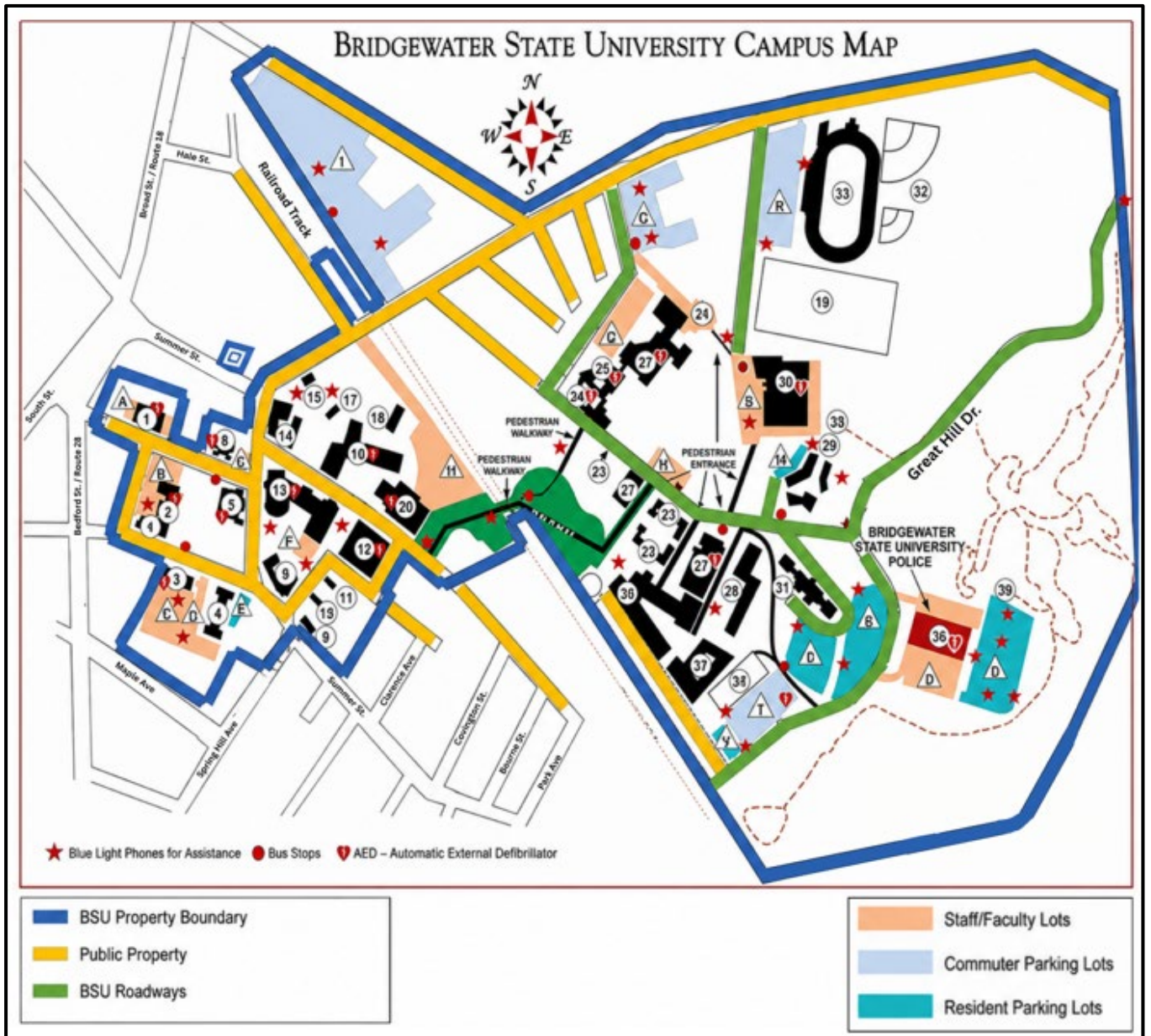
Statistical information for certain off-campus locations or property owned or controlled by the Bridgewater State University as well as public property within or immediately adjacent to and accessible from the campus are requested from the Bridgewater Police Department. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year during which the crime was reported. BSU reported all crimes required by the Clery Act that occurred on or within the institutions Clery geography that were reported to a campus security authority.

### **Separate Campuses:**

All policy statements contained in this report apply to all campuses unless otherwise indicated.

All of the statistics are gathered, compiled, and reported to the Bridgewater State University community via the BSUPD website at: [BSU Annual Security Report, The Clery Act](#)

BSU Map indicating public roads, university streets, and properties owned, operated, or controlled by BSU.



**BRIDGEWATER STATE UNIVERSITY CRIME STATISTICS MAIN CAMPUS BRIDGEWATER, MA**Statistics are accurate as of the date of publication. Any updates may be found [The Clery Act ASR](#)**CRIMINAL OFFENSES REPORTED ON MAIN CAMPUS**

| 2025 CRIMINAL OFFENSES              |      |           |                |            |                 |       |           |
|-------------------------------------|------|-----------|----------------|------------|-----------------|-------|-----------|
| Murder & Non-Negligent Manslaughter | YEAR | ON-CAMPUS | RESIDENCE HALL | NON-CAMPUS | PUBLIC PROPERTY | TOTAL | UNFOUNDED |
|                                     | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                     | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                     | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| Negligent Manslaughter              | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                     | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                     | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| Rape                                | 2023 | 7         | 5              | 0          | 0               | 7     | 0         |
|                                     | 2024 | 4         | 4              | 0          | 0               | 4     | 0         |
|                                     | 2025 | 5         | 5              | 0          | 1               | 6     | 0         |
| Fondling                            | 2023 | 4         | 2              | 0          | 0               | 4     | 0         |
|                                     | 2024 | 2         | 0              | 0          | 0               | 2     | 0         |
|                                     | 2025 | 4         | 4              | 0          | 1               | 5     | 0         |
| Incest                              | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                     | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                     | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| Statutory Rape                      | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                     | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                     | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| Aggravated Assault                  | 2023 | 1         | 1              | 0          | 0               | 1     | 0         |
|                                     | 2024 | 11        | 4              | 0          | 2               | 13    | 0         |
|                                     | 2025 | 13        | 8              | 0          | 0               | 13    | 0         |
| Robbery                             | 2023 | 1         | 0              | 0          | 0               | 1     | 0         |
|                                     | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                     | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| Burglary                            | 2023 | 2         | 1              | 0          | 0               | 2     | 0         |
|                                     | 2024 | 1         | 1              | 0          | 0               | 1     | 0         |
|                                     | 2025 | 2         | 1              | 0          | 0               | 2     | 0         |
| Arson                               | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                     | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                     | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| Motor Vehicle Theft                 | 2023 | 1         | 0              | 0          | 0               | 1     | 0         |
|                                     | 2024 | 1         | 0              | 0          | 0               | 1     | 0         |
|                                     | 2025 | 1         | 0              | 0          | 0               | 1     | 0         |

\*Statistics for Fondling in 2022 have added 1 report; crime was reported in 2023.

\*Statistics for Aggravated Assault in 2022 have added 1 report; crime was reported in 2023.

## HATE CRIME STATISTICS ON CAMPUS

| CRIMINAL OFFENSE                   | YEAR | RACE | RELIGION | SEXUAL ORIENTATION | GENDER | GENDER IDENTITY | DISABILITY | ETHNICITY | NATIONAL ORIGIN |
|------------------------------------|------|------|----------|--------------------|--------|-----------------|------------|-----------|-----------------|
| Murder, non-Negligent Manslaughter | 2023 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2024 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2025 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
| Rape                               | 2023 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2024 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2025 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
| Fondling                           | 2023 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2024 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2025 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
| Incest                             | 2023 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2024 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2025 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
| Statutory Rape                     | 2023 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2024 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2025 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
| Aggravated Assault                 | 2023 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2024 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2025 | 2    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
| Burglary                           | 2023 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2024 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2025 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
| Motor Vehicle Theft                | 2023 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2024 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2025 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
| Arson                              | 2023 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2024 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2025 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
| Simple Assault                     | 2023 | 0    | 0        | 1                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2024 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2025 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
| Larceny                            | 2023 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2024 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2025 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
| Intimidation                       | 2023 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2024 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2025 | 0    | 0        | 0                  | 0      | 0               | 1          | 0         | 0               |
| Vandalism, Destruction of Property | 2023 | 1    | 0        | 2                  | 1      | 0               | 0          | 0         | 0               |
|                                    | 2024 | 0    | 0        | 0                  | 0      | 0               | 0          | 0         | 0               |
|                                    | 2025 | 0    | 1        | 0                  | 0      | 0               | 0          | 0         | 0               |

| Hate Crime Statistics |                                                                                                                                                                                |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>2023:</b>          | There were 3 incidents of vandalism characterized by race, 2 by sexual orientation and 1 by gender. There was 1 simple assault characterized by sexual orientation.            |
| <b>2024:</b>          | Zero (0) Hate Crimes reported for calendar year 2024.                                                                                                                          |
| <b>2025:</b>          | There were 2 incidents of aggravated assault characterized by race. 1 incident of intimidation characterized by disability. 1 Incident of vandalism characterized by religion. |

**ARRESTS AND REFERRALS FOR DISCIPLINARY ACTION FOR WEAPONS, DRUGS AND LIQUOR LAW VIOLATIONS AT BRIDGEWATER STATE UNIVERSITY MAIN CAMPUS**

| REFERRALS FOR DISCIPLINARY ACTION                   |      |           |                |            |                 |       |           |
|-----------------------------------------------------|------|-----------|----------------|------------|-----------------|-------|-----------|
| VIOLATION                                           | YEAR | On-Campus | Residence Hall | Non-Campus | Public Property | Total | Unfounded |
| Weapons Violations<br>Carrying, Possessing<br>etc.  | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                                     | 2024 | 1         | 1              | 0          | 0               | 1     | 0         |
|                                                     | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| Drug Abuse<br>Violations                            | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                                     | 2024 | 2         | 2              | 0          | 0               | 2     | 0         |
|                                                     | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| Liquor Law<br>Violations                            | 2023 | 200       | 197            | 0          | 0               | 200   | 0         |
|                                                     | 2024 | 193       | 193            | 0          | 0               | 193   | 0         |
|                                                     | 2025 | 228       | 227            | 0          | 0               | 228   | 0         |
| ARRESTS FOR LAW VIOLATIONS                          |      |           |                |            |                 |       |           |
| VIOLATION                                           | YEAR | On-Campus | Residence Hall | Non-Campus | Public Property | Total | Unfounded |
| Weapons Violations<br>Carrying, Possessing,<br>etc. | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                                     | 2024 | 1         | 1              | 0          | 0               | 1     | 0         |
|                                                     | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| Drug Abuse<br>Violations                            | 2023 | 1         | 1              | 0          | 0               | 1     | 0         |
|                                                     | 2024 | 2         | 0              | 0          | 0               | 2     | 0         |
|                                                     | 2025 | 3         | 2              | 0          | 1               | 4     | 0         |
| Liquor Law<br>Violations                            | 2023 | 1         | 0              | 0          | 0               | 1     | 0         |
|                                                     | 2024 | 2         | 0              | 0          | 0               | 2     | 0         |
|                                                     | 2025 | 2         | 0              | 0          | 0               | 2     | 0         |

**VIOLENCE AGAINST WOMEN OFFENSES 2023-2025 MAIN CAMPUS BRIDGEWATER, MA**

(There are no residential housing facilities on Bridgewater State University satellite campuses.)

| VAWA OFFENSES     | YEAR | ON CAMPUS | RESIDENCE HALL | NON-CAMPUS | PUBLIC PROPERTY | TOTAL | UNFOUNDED |
|-------------------|------|-----------|----------------|------------|-----------------|-------|-----------|
| DOMESTIC VIOLENCE | 2023 | 5         | 4              | 0          | 0               | 5     | 0         |
|                   | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                   | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| DATING VIOLENCE   | 2023 | 4         | 4              | 0          | 0               | 4     | 0         |
|                   | 2024 | 5         | 3              | 0          | 1               | 6     | 0         |
|                   | 2025 | 5         | 4              | 0          | 0               | 5     | 0         |
| STALKING          | 2023 | 7         | 1              | 0          | 0               | 7     | 0         |
|                   | 2024 | 8         | 1              | 0          | 0               | 8     | 0         |
|                   | 2025 | 9         | 3              | 0          | 0               | 9     | 0         |

\*In 2022, there were 3 incidents of Domestic Violence added that were reported in 2023.

**THE STOP CAMPUS HAZING ACT 2025 MAIN CAMPUS BRIDGEWATER, MA**

(There are no residential housing facilities on Bridgewater State University satellite campuses.)

| Offense | YEAR | ON-CAMPUS | RESIDENCE HALL | NON-CAMPUS | PUBLIC PROPERTY | TOTAL | UNFOUNDED |
|---------|------|-----------|----------------|------------|-----------------|-------|-----------|
| Hazing  | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |

**OFFENSES REPORTED BRIDGEWATER STATE UNIVERSITY FLIGHT CENTER****1852 SHAWMUT AVE NEW BEDFORD, MA** (There are no residential housing on Bridgewater State University satellite campuses.)Statistics are accurate as of the date of publication. Any updates may be found [The Clery Act ASR](#)

| <b>2025 CRIMINAL OFFENSES</b>                  |             |                  |                       |                   |                        |              |                  |
|------------------------------------------------|-------------|------------------|-----------------------|-------------------|------------------------|--------------|------------------|
| <b>Murder &amp; Non-Negligent Manslaughter</b> | <b>YEAR</b> | <b>ON-CAMPUS</b> | <b>RESIDENCE HALL</b> | <b>NON-CAMPUS</b> | <b>PUBLIC PROPERTY</b> | <b>TOTAL</b> | <b>UNFOUNDED</b> |
|                                                | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Negligent Manslaughter</b>                  | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Rape</b>                                    | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Fondling</b>                                | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Incest</b>                                  | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Statutory Rape</b>                          | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Aggravated Assault</b>                      | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Robbery</b>                                 | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Burglary</b>                                | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Arson</b>                                   | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Motor Vehicle Theft</b>                     | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |

| Hate Crime Statistics                                      |
|------------------------------------------------------------|
| 2023: Zero (0) Hates Crimes reported calendar year 2023    |
| 2024: Zero (0) Hate Crimes reported for calendar year 2024 |
| 2025: Zero (0) Hate Crimes reported for calendar year 2025 |

### ARRESTS AND REFERRALS FOR DISCIPLINARY ACTION FOR WEAPONS, DRUGS AND LIQUOR LAW VIOLATIONS AT BRIDGEWATER STATE UNIVERSITY FLIGHT CENTER

1852 SHAWMUT AVE NEW BEDFORD, MA

(There is no residential housing on Bridgewater State University satellite campuses.)

| REFERRALS FOR DISCIPLINARY ACTION                   |      |           |                |            |                 |       |           |
|-----------------------------------------------------|------|-----------|----------------|------------|-----------------|-------|-----------|
| VIOLATION                                           | YEAR | On-Campus | Residence Hall | Non-Campus | Public Property | Total | Unfounded |
| Weapons Violations<br>Carrying, Possessing<br>etc.  | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                                     | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                                     | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| Drug Abuse<br>Violations                            | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                                     | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                                     | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| Liquor Law Violations                               | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                                     | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                                     | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| ARRESTS FOR LAW VIOLATIONS                          |      |           |                |            |                 |       |           |
| VIOLATION                                           | YEAR | On-Campus | Residence Hall | Non-Campus | Public Property | Total | Unfounded |
| Weapons Violations<br>Carrying, Possessing,<br>etc. | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                                     | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                                     | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| Drug Abuse<br>Violations                            | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                                     | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                                     | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| Liquor Law Violations                               | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                                     | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                                                     | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |

**VIOLENCE AGAINST WOMEN OFFENSES 2023-2025 NEW BEDFORD FLIGHT CENTER**

(There is no residential housing on Bridgewater State University satellite campuses.)

| VAWA OFFENSES     | YEAR | ON CAMPUS | RESIDENCE HALL | NON-CAMPUS | PUBLIC PROPERTY | TOTAL | UNFOUNDED |
|-------------------|------|-----------|----------------|------------|-----------------|-------|-----------|
| DOMESTIC VIOLENCE | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                   | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                   | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| DATING VIOLENCE   | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                   | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                   | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| STALKING          | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                   | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                   | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |

**THE STOP CAMPUS HAZING ACT 2025 1852 SHAWMUT AVE NEW BEDFORD, MA**

(There are no residential housing facilities on Bridgewater State University satellite campuses.)

| Offense | YEAR | ON-CAMPUS | RESIDENCE HALL | NON-CAMPUS | PUBLIC PROPERTY | TOTAL | UNFOUNDED |
|---------|------|-----------|----------------|------------|-----------------|-------|-----------|
| Hazing  | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |

**OFFENSES REPORTED BRIDGEWATER STATE UNIVERSITY SATELLITE CAMPUS ATTLEBORO**

**11 FIELD ROAD ROOM 209 ATTLEBORO, MA 02703** (There is no residential housing on Bridgewater State University satellite campuses.) Statistics are accurate as of date of publication. Any updates can be found at [The Clery Act ASR](#)

| <b>2025 CRIMINAL OFFENSES</b>                  |             |                  |                       |                   |                        |              |                  |
|------------------------------------------------|-------------|------------------|-----------------------|-------------------|------------------------|--------------|------------------|
| <b>Murder &amp; Non-Negligent Manslaughter</b> | <b>YEAR</b> | <b>ON-CAMPUS</b> | <b>RESIDENCE HALL</b> | <b>NON-CAMPUS</b> | <b>PUBLIC PROPERTY</b> | <b>TOTAL</b> | <b>UNFOUNDED</b> |
|                                                | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Negligent Manslaughter</b>                  | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Rape</b>                                    | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Fondling</b>                                | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Incest</b>                                  | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Statutory Rape</b>                          | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Aggravated Assault</b>                      | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Robbery</b>                                 | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Burglary</b>                                | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Arson</b>                                   | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Motor Vehicle Theft</b>                     | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |

|                                                            |
|------------------------------------------------------------|
| <b>Hate Crime Statistics</b>                               |
| 2023: Zero (0) Hates Crimes reported calendar year 2023    |
| 2024: Zero (0) Hate Crimes reported for calendar year 2024 |
| 2025: Zero (0) Hate Crimes reported for calendar year 2025 |

**ARRESTS AND REFERRALS FOR DISCIPLINARY ACTION FOR WEAPONS, DRUGS AND LIQUOR LAW VIOLATIONS AT BRIDGEWATER STATE UNIVERSITY ATTLEBORO CAMPUS**

| <b>REFERRALS FOR DISCIPLINARY ACTION</b>             |             |                  |                       |                   |                        |              |                  |
|------------------------------------------------------|-------------|------------------|-----------------------|-------------------|------------------------|--------------|------------------|
| <b>VIOLATION</b>                                     | <b>YEAR</b> | <b>On-Campus</b> | <b>Residence Hall</b> | <b>Non-Campus</b> | <b>Public Property</b> | <b>Total</b> | <b>Unfounded</b> |
| <b>Weapons Violations Carrying, Possessing etc.</b>  | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                      | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                      | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Drug Abuse Violations</b>                         | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                      | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                      | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Liquor Law Violations</b>                         | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                      | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                      | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>ARRESTS FOR LAW VIOLATIONS</b>                    |             |                  |                       |                   |                        |              |                  |
| <b>VIOLATION</b>                                     | <b>YEAR</b> | <b>On-Campus</b> | <b>Residence Hall</b> | <b>Non-Campus</b> | <b>Public Property</b> | <b>Total</b> | <b>Unfounded</b> |
| <b>Weapons Violations Carrying, Possessing, etc.</b> | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                      | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                      | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Drug Abuse Violations</b>                         | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                      | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                      | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
| <b>Liquor Law Violations</b>                         | 2023        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                      | 2024        | 0                | 0                     | 0                 | 0                      | 0            | 0                |
|                                                      | 2025        | 0                | 0                     | 0                 | 0                      | 0            | 0                |

**11 FIELD ROAD ROOM 209 ATTLEBORO, MA 02703** (There is no residential housing on BSU satellite campuses)**VIOLENCE AGAINST WOMEN OFFENSES 2023-2025 ATTLEBORO SATTELITE CAMPUS**

2023-2025 (There is no residential housing on Bridgewater State University satellite campuses.)

| VAWA OFFENSES     | YEAR | ON CAMPUS | RESIDENCE HALL | NON-CAMPUS | PUBLIC PROPERTY | TOTAL | UNFOUNDED |
|-------------------|------|-----------|----------------|------------|-----------------|-------|-----------|
| DOMESTIC VIOLENCE | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                   | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                   | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| DATING VIOLENCE   | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                   | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                   | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |
| STALKING          | 2023 | 0         | 0              | 0          | 0               | 0     | 0         |
|                   | 2024 | 0         | 0              | 0          | 0               | 0     | 0         |
|                   | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |

**THE STOP CAMPUS HAZING ACT 2025 ATTLEBORO SATTELITE CAMPUS**

(There are no residential housing facilities on Bridgewater State University satellite campuses.)

| Offense | YEAR | ON-CAMPUS | RESIDENCE HALL | NON-CAMPUS | PUBLIC PROPERTY | TOTAL | UNFOUNDED |
|---------|------|-----------|----------------|------------|-----------------|-------|-----------|
| Hazing  | 2025 | 0         | 0              | 0          | 0               | 0     | 0         |

### Specific Information about Classifying Crime Statistics

The preceding statistics are published in accordance with the standards and guidelines used by the Federal Bureau of Investigation Uniform Crime Reporting Handbook and the federal law, the Clery Act.

The number of victims involved in a particular incident is indicated for the following crime classifications: Murder/Non-Negligent Manslaughter, Negligent Manslaughter, Forcible and Non- Forcible Sex Offenses, Aggravated Assault. For example, if an aggravated assault occurs and there are three victims, this would be counted as three aggravated assaults in the crime statistics chart.

The number of incidents involving a particular offense is indicated for the following crime categories (includes one offense per distinct operation): Robbery, Burglary, Larceny, and Arson. For example, if five students are walking across campus together and they are robbed, this would count as one instance of robbery in the crime statistics chart.

In cases of motor vehicle theft, each vehicle stolen is counted.

In cases involving Liquor Law, Drug Law, and Illegal Weapons violations, each person who was arrested is indicated in the arrest statistics. If an arrest includes offenses for multiple liquor or drug law violations, it is only counted as a Drug Law Violation as that is the more egregious offense.

The statistics captured under the "Referred for Disciplinary Action" section for Liquor Law, Drug Law, and Illegal Weapons violations indicate the number of people who are referred to the Office of Student Conduct and found responsible for violating those specific laws. Being found responsible includes a referral that resulted in disciplinary action being initiated by the Office of Student Conduct and a record of the action being kept on file.

BSUPD Hate Crime statistics are separated by their category of prejudice. Statistics for Hate Crimes are counted in each specific Clery reportable crime category and therefore, are part of the overall statistics reported for each year. The only exception to this is the addition of a bias motivated simple assault resulting in bodily injury; the law requires that this statistic be reported as a hate crime even though there is no requirement to report the crime in any other area of the compliance document.

### Specific Information about the Crime Statistics Reported by BSUPD

Unless otherwise indicated, all statistics are from incidents that were reported to BSUPD. "Reported to Other Campus Agencies" includes crime statistics from incidents reported by other university authorities (e.g., the Counseling Center). "On Campus Residence Halls" is a subset of the "On Campus" crime category. The law requires institutions to break out the number of "on campus" crimes that occur in residential facilities.

Sex Offenses Defined According to the National Incident-Based Reporting System Edition of the Uniform Crime Reporting Program

**Sex Offenses-Forcible:** Any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent.

#### A. Forcible Rape

The carnal knowledge of a person, forcibly and/or against the person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity (or because of his/her youth).

**B. Forcible Sodomy**

Oral or anal sexual intercourse with another person, forcibly and/or against that person's will; or not forcibly against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

**C. Sexual Assault with an Object**

The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

**D. Forcible Fondling**

The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

**Sex Offenses-Non-Forcible: Unlawful, non-forcible sexual intercourse.**

**A. Incest**

Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

**B. Statutory Rape**

Non-forcible sexual intercourse with a person who is under the statutory age of consent.

**Clery Reportable Offense Crime definitions are taken from the Uniform Crime Reporting Handbook**

**Aggravated Assault:** an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

**Arson:** Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, personal property, etc.

**Burglary:** The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

**Motor Vehicle Theft:** The theft or attempted theft of a motor vehicle (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned including joy riding).

**Murder and Non-negligent Manslaughter:** The willful (non-negligent) killing of one human being by another.

**Manslaughter by Negligence:** The killing of another person through gross negligence.

**Robbery:** The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force, violence, and/or causing the victim fear.

**Weapon Law Violations:** The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

**Drug Law Violations:** Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone's); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

**Liquor Law Violations:** The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

**Dating Violence:** Violence or abuse by a person who is or was in a romantic or intimate relationship with the victim, such as: Hitting, slapping, punching, kicking, pulling hair, sexual misconduct, use of a weapon, or other physical misconduct; Damaging one's property; Driving recklessly to scare someone; Emotional abuse including, but not limited to, controlling what the other person does, where the other person goes, limiting the other person's contacts with friends, or controlling the other person's money or assets without their consent; Harassment directed toward a current or former partner; Threats of abuse against another (whether victim or acquaintance, friend, or family member of the victim).

The existence of such a romantic or intimate relationship will be determined based upon the reporting party's statement with consideration of the length and type of relationship and frequency of interaction between the persons. Dating violence does not include situations covered under the definition of domestic violence below.

**Domestic Violence:** Any violent misdemeanor and felony offenses committed by a person who (a) is or was a spouse or intimate partner of the victim, (b) shares a child in common with the victim, (c) lives or lived with the victim as a spouse or intimate partner, (d) is or was in a substantive dating or engagement relationship with the victim, (e) is a relative of the victim (whether blood, step, adoptive or foster), or (f) is or was residing together with the victim in the same household, such as: Hitting, slapping, punching, kicking, pulling hair, sexual misconduct, use of a weapon, or other physical misconduct; Emotional abuse including, but not limited to, controlling what the other person does, where the other person goes, limiting the other person's contacts with friends, or controlling the other person's money or assets without their consent; Threats that put a person in the relationship in fear of imminent harm.

**Stalking:** A course of conduct directed at a specific person that would cause a reasonable person to fear for her, his, or others' safety, or to suffer substantial emotional distress.

A "course of conduct" means two or more acts, including, but not limited to, acts in which the stalker directly or indirectly, including through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property, such as: Nonconsensual communication in any form whatsoever (e.g., face- to-face, verbal, written, physical, online, telephone, text, email, or instant messages, posts on internet sites, letters, notes, gifts); Gathering information about an individual from family, friends, co-workers, and/or classmates, or electronic means such as installing spy-ware on a computer or using global positioning systems (GPS).

Threats in any form whatsoever about an individual or their loved ones or someone close to the individual as well as manipulative and controlling behaviors, such as threats to harm oneself; Damaging, stealing, borrowing, or relocating property, trespassing and vandalism; Non-consensual touching; Pursuing, waiting, or showing up uninvited at a workplace, residence, classroom, or other locations frequented by an individual; Lying to others about the individual; Directing a third party to take any of the above acts.

A "reasonable person" as used in this definition is a reasonable person under similar circumstances and with similar identities to the victim in the victim's circumstances.

"Substantial emotional distress" means significant suffering or anguish that may, but not necessarily, require medical or other professional treatment or counseling.

#### **The Stop Campus Hazing Act definitions are taken directly from the Clery Act**

The Stop Campus Hazing Act (SCHA) will: improve hazing reported by colleges to include hazing incidents in their annual security report, prevent hazing by establishing campus-wide, research-based education and prevention programs and; help students and their parents make informed decisions about joining organizations on campus by requiring colleges to publish on their website the institution's hazing prevention policies and the organizations that have violated them.

**Hazing:** Hazing is any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them regardless of a person's willingness to participate.

There are three components of hazing:

1. It occurs in a group setting
2. Humiliating, degrading or endangering behavior
3. Happens regardless of the individual's willingness to participate

In compliance with the federal Stop Campus Hazing Act, Bridgewater State University publishes a Campus Hazing Transparency Report to inform the public about student organizations found responsible for hazing violations under university policy or state law. The Stop Campus Hazing Act requires all higher education institutions receiving federal aid to publish this report at least twice each year. In accordance with the law, records in this report will be maintained for a minimum of five calendar years from the date of each update. The law also requires that the university make available information about its hazing-related policies as well as applicable state and local laws.

Campus Hazing Transparency Report can be found at: <https://www.bridgew.edu/about-us/police-department/campus-hazing-transparency-report>

Geography definitions are taken directly from the Clery Act

**On-Campus-Defined** as: 1. Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls; and 2. Any building or property that is within or reasonably contiguous to the area identified in paragraph (1), that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or retail vendor).

**Non-Campus Building or Property-Defined** as: 1. Any building or property owned or controlled by a student organization that is officially recognized by the institution; or 2. Any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

**Public Property-Defined** as: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.



President Clark meeting with K9 Mikey and Detective Captain McEvoy.

## Annual Fire Safety Report – 2025-2026

### Overview

#### POLICY ADDRESSING FIRE SAFETY, FIRE EDUCATION, AND FIRE STATISTICS

The Higher Education Opportunity Act (P.L. 110-315) became law in August 2008, requiring all U.S. academic institutions to produce an annual fire safety report outlining fire safety practices, standards, and all fire-related on campus statistics related to student housing. The following public disclosure report details all information required by this law as it relates to Bridgewater State University as outlined in the initial regulation; subsequent yearly reports will comply with the Clery Act as amended and published October 29, 2009.

Bridgewater State University is provided protection and services by the Bridgewater Fire Department. BFD has a staff of 54 full-time firefighters with its headquarters located on Pleasant Street and a substation on Plymouth Street.

Click here for BFD's Fire Safety Tips for College Students! [Bridgewater Fire Department Fire Safety](#)



Bridgewater Fire Department

Chief John Schlatz

1185 Pleasant Street

Bridgewater, MA 02324

Business Phone: 508-697-0900

Emergency: 911

### Fire Safety

Bridgewater State University takes fire safety very seriously and continues to enhance its programs to the university community through education, engineering, and enforcement. Educational programs are presented throughout the year to faculty, staff, and students so they are aware of the rules and safe practice. These programs, which are available at all campuses, include identification and prevention of fire hazards, actual building evacuation procedure and drills, specific occupant response to fire emergencies, and hand-on use of fire extinguishers.

### **Fires, Fire Prevention and Housing Fire Safety Equipment**

At Bridgewater State University, all nine university residence halls are protected by fire detection and alarm systems which are centrally monitored 24 hours/day, seven days/week. The buildings are also equipped with either emergency generators or lighting fixtures that incorporate backup batteries; upon loss of power, these systems automatically activate to assure adequate egress lighting in hallways and emergency exit stairwells. All of our residence halls are fully equipped with sprinkler systems. Carbon monoxide detectors have been installed in all residence hall mechanical rooms where products of combustion could occur. All fire safety systems and equipment are strictly maintained and tested in accordance with applicable national standards.

Fire prevention is the responsibility of all members of the Bridgewater State University community. University residence halls are particularly susceptible to fires, and students residing in the halls must carefully adhere to fire safety regulations.

### **Definitions**

The following terms are used within this report. Definitions have been obtained from the Higher Education Opportunity Act.

### **On-Campus Student Housing**

A student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within a reasonable contiguous area that makes up the campus.

### **Fire**

Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

### **Student Fire Safety Education Program**

Bridgewater State University's fire safety education program is multi-faceted. The university's Office of Environmental Health & Safety can provide training to resident assistants who then train the students residing in their areas annually. Additional information and reminders on fire safety zones and evacuation procedures is provided to all students prior to the start of fire drills for the year. The university provides additional fire safety education to students who violate campus fire safety policies. University Residence Life and Housing staff also perform regular fire safety inspections in the halls.

Extensive fire safety information is also available on the Environmental Health & Safety website at: [Environmental](#)

[Health and Safety](#)

### **University Policy on Reporting of Fires**

Fire alarms for university-owned buildings ring directly to BSU Police dispatch and the Bridgewater Fire Department. However, any member of the community who becomes aware of any active or past fire must notify the BSU Police immediately.

### **Procedures to Follow in the Event of a Fire**

Every person in the building, including staff, faculty, students, visitors, and contractors where the fire alarm is sounding, regardless of known or suspected cause, is required to evacuate immediately. Persons evacuating must leave via the closest exit. Any equipment that could cause a fire should be turned off before exiting if it can be done quickly and safely. All occupants will assemble at a safe distance from the building and await further instructions from fire or police personnel. No occupant will re-enter a building until clearance is given by fire or police personnel. Once the emergency has passed, you should notify the BSUPD at 508- 531-1212 to investigate and document the incident for disclosure in the University's annual fire statistics.

Report active fires by dialing 911. If a member of the BSU community finds evidence of a fire that has been extinguished, and the person is not sure whether BSUPD has already responded, the community member should immediately notify BSUPD at 508-531- 1212 to investigate and document the incident for disclosure in the university's annual fire statistics.

### **FIRE SAFETY POLICIES**

#### **Prohibited Items**

The following items are prohibited from the residence halls: all cooking and food preparation appliances (except as listed below), air conditioners, candles, incense burners, grills, space heaters, dartboards, and pets (except fish and those permitted under the Americans with Disabilities legislation). Homemade loft or bunk beds are not permitted. Cinder blocks and other homemade loft apparatus may not be used to raise beds. The possession of any prohibited items may result in a student conduct referral.

The following items are allowed in the residence halls: one microwave oven (under 1000 watts), one blender, one coffeepot and refrigerators (up to 1.4 total amps). Holiday decorations in the residence halls must meet the following criteria, as established by the fire codes:

- All decorations must be flame resistant.
- No live trees, wreaths or other live decorations are permitted.
- No candles or open flames are permitted.
- No decoration should impede emergency access, hallways, or public areas.
- No more than one-third of a door may be covered with decorations.
- Holiday lights must be UL approved.
- Smoking is not permitted in campus residential facilities.

#### **Plans for Future Improvements to Fire Safety**

Bridgewater State University continues to monitor trends related to residence hall fire incidents and alarms to provide a fire-safe living environment for all students. New programs and policies are developed as needed to help ensure the safety of all students, faculty, and staff. Currently, BSUPD has been working with Bridgewater Fire Department to

label quadrant sides of residence halls to meet with the fire industry standard. This standard is being incorporated into the door and fire alarm software to indicate which quadrant side of the building for emergency personnel to respond.

In the summer of 2023, Bridgewater State University Facilities Management successfully migrated from the digitizers to a central monitoring AES system. This improves early detection and alerts responders within 1-2 seconds of activation.

### **Emergency Evacuation Procedures**

The following evacuation procedures are in place for the residence halls. These procedures are to be followed when a fire alarm sounds. All residents and their guests must exit the building when a fire alarm sounds, regardless of whether it is a fire drill, false activation, or actual fire. Any persons physically unable to exit the building should immediately contact the BSU Police Department at 508-531-1212. Questions regarding the procedures should be directed to Residence Life and Housing staff (x1277) or the BSU Police Department (508) 531-1212.

Please use the emergency exits available in your building. DO NOT USE ELEVATORS. It is important to be aware of all possible exit locations in your residence hall in the event that one or more of the fire exits are unsafe.

### **Fire Drills**

Environmental Health and Safety, Bridgewater State University Police Department and the Bridgewater Fire Department conduct yearly fire drills of all academic and residential buildings on campus.

### **Special Needs/ Disabilities**

Individuals with special needs and/or disabilities that may require accommodation in the event of a fire alarm need to contact their Area Coordinator (AC) to create a plan to ensure their safety in the case of a fire alarm. Typically, the university police maintain a database of those students in university housing who would need assistance in evacuating a building in the event of a fire.

### **Re-entering the Building**

No one should re-enter the building until directed to do so by a member of the Residence Life and Housing staff or the Police Department. Even if an alarm stops sounding you must wait for university officials to direct you into the building.



*Bridgewater Fire Headquarters on Pleasant Street*

### Meeting Places for Residence Halls in the Event of a Fire Alarm

All students should gather at their buildings designated meeting place so that emergency vehicles and personnel can gain easy access to the building and ensure the safety of those who have exited the building. In the event of an emergency residence life staff will take attendance at the meeting place in order to give emergency personnel a list of individuals who may still be in the building and may need assistance exiting it. Residence life staff will also direct students to a temporary shelter if necessary.

Fire Alarms & Evacuations information can be found at the following website: [Fire Alarms & Evacuations](#)

| BUILDING                      | MEETING PLACE                                                                                                                                                                        |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Crimson Hall                  | University Park / On grass in near Stonehouse Hall & East Campus Commons (if exit on that side)                                                                                      |
| DiNardo Hall                  | University Park / Moore Garden (Clocktower area) off sidewalks (if exit on that side)                                                                                                |
| Stonehouse Hall               | Moore Garden (Clocktower area) off sidewalks / field in front of Shea/Durgin (if exit on those side) / On grass in near Stonehouse Hall & East Campus Commons (if exit on that side) |
| Miles Hall                    | University Park/Pedestrian Walkway/Across to Moakley lot (if exit on that side & safe to do so)                                                                                      |
| Pope Hall                     | Stearns Botanical Gardens between Pope Hall & DMF Science Center                                                                                                                     |
| Scott Hall                    | Rondileau Student Union Courtyard / Woodward Hall Lot (if exit on that side)                                                                                                         |
| Shea-Durgin Hall              | Shea/Durgin parking lot in front of hall / field across the roadway                                                                                                                  |
| Great Hill Student Apartments | Parking lot, off sidewalks - towards Tinsley                                                                                                                                         |
| Woodward Hall                 | Harrington Parking Lot                                                                                                                                                               |
| Weygand Hall                  | On grass near Stonehouse Hall & East Campus Commons / parking garage (if exit on that side)                                                                                          |

**Definitions:** The following definitions are applicable to this section:

- **Cause of fire:** The factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an intentional or unintentional action, mechanical failure, or act of nature.
- **Fire:** Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.
- **Fire drill:** A supervised practice of a mandatory evacuation of a building for a fire.

- **Fire-related injury:** Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting rescue, or escaping from the dangers of a fire. The term “person” may include students, faculty, staff, visitors, firefighters, or any other individuals.
- **Fire-related death:** Any instance in which a person (1) is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire; or (2) dies within one year of injuries sustained as a result of a fire.
- **Fire-safety system:** Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire. This may include sprinkler systems or other fire extinguishing systems; fire detection devices; stand-alone smoke alarms; devices that alert one to the presence of a fire, such as horns, bells, or strobe lights; smoke-control and reduction mechanisms; and fire doors and walls that reduce the spread of a fire.
- **Value of property damage:** The estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. This estimate should include contents damaged by fire, and related damages caused by smoke, water, and overhaul; however, it does not include indirect loss, such as business interruption.

### Campus Fire Logs

A log of all fires and fire alarms in which there was a physical cause (i.e., smoke; heat, etc., rather than a faulty detector or system malfunction). For a copy or to view the fire log, please visit the University Police located at 200 Great Hill Drive.

When changes in the causes or information about a university fire become known to Bridgewater State University Police, any updates will be made to the log within two business days of the status change.



**Residential Fire Equipment & Systems**

| RESIDENTIAL FACILITY                             | CLERY CLASSIFICATION | FIRE ALARM MONITORING DONE BY ACTION ALARM CO. | FULL SPRINKLER SYSTEM (FIRE CONTROL) | SMOKE DETECTION UNITS (FIRE DETECTION) | FIRE EXTINGUISHER DEVICES | EVACUATION PLANS AND PLACARDS | NUMBER OF EVACUATION DRILLS EACH CALENDAR YEAR (testing strobes lights, pull stations and audible alarms. (Warning System) |
|--------------------------------------------------|----------------------|------------------------------------------------|--------------------------------------|----------------------------------------|---------------------------|-------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| <b>Crimson Hall</b><br>1 East Campus Drive       | On-Campus            | X                                              | X                                    | X                                      | X                         | X                             | 2                                                                                                                          |
| <b>DiNardo Hall</b><br>115 Burrill Ave.          | On-Campus            | X                                              | X                                    | X                                      | X                         | X                             | 2                                                                                                                          |
| <b>Durgin Hall</b><br>160 Burrill Ave.           | On-Campus            | X                                              | X                                    | X                                      | X                         | X                             | 2                                                                                                                          |
| <b>Stonehouse Hall</b><br>135 Burrill Ave        | On-Campus            | X                                              | X                                    | X                                      | X                         | X                             | 2                                                                                                                          |
| <b>Great Hill Apartments</b><br>120 Burrill Ave. | On-Campus            | X                                              | X                                    | X                                      | X                         | X                             | 2                                                                                                                          |
| <b>Miles Hall</b><br>115 Burrill Ave.            | On-Campus            | X                                              | X                                    | X                                      | X                         | X                             | 2                                                                                                                          |
| <b>Pope Hall</b><br>4 Park Ave.                  | On-Campus            | X                                              | X                                    | X                                      | X                         | X                             | 2                                                                                                                          |
| <b>Scott Hall</b><br>170 Summer St.              | On-Campus            | X                                              | X                                    | X                                      | X                         | X                             | 2                                                                                                                          |
| <b>Shea Hall</b><br>160 Burrill Ave.             | On-Campus            | X                                              | X                                    | X                                      | X                         | X                             | 2                                                                                                                          |
| <b>Woodward Hall</b><br>15 Grove St.             | On-Campus            | X                                              | X                                    | X                                      | X                         | X                             | 2                                                                                                                          |
| <b>Weygand Hall</b><br>351 Great Hill Drive      | On-Campus            | X                                              | X                                    | X                                      | X                         | X                             | 2                                                                                                                          |

**Fire Descriptions in Resident Halls 2025**

| FIRE STATISTICS CHART 2025                                  |                                  |             |                                                                                                  |                                                                  |                                  |                                         |
|-------------------------------------------------------------|----------------------------------|-------------|--------------------------------------------------------------------------------------------------|------------------------------------------------------------------|----------------------------------|-----------------------------------------|
| RESIDENTIAL FACILITY                                        | TOTAL NUMBER OF FIRE IN BUILDING | FIRE NUMBER | CAUSE OF FIRE                                                                                    | NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY | NUMBER OF DEATHS RELATED TO FIRE | VALUE OF PROPERTY DAMAGE CAUSED BY FIRE |
| Crimson Hall,<br>200 East Campus Drive                      | 0                                | 0           | 0                                                                                                | 0                                                                | 0                                | 0                                       |
| DiNardo Hall<br>115A Burrill Avenue                         | 0                                | 0           | 0                                                                                                | 0                                                                | 0                                | 0                                       |
| Stonehouse Hall<br>135 Burrill Avenue                       | 1                                | 1           | Facilities conducting maintenance on clothing dryer, when dryer caught fire due to lint build up | 0                                                                | 0                                | \$0 - 99                                |
| Miles Hall<br>115 Burrill Avenue                            | 0                                | 0           | 0                                                                                                | 0                                                                | 0                                | 0                                       |
| Pope Hall<br>4 Park Avenue                                  | 0                                | 0           | 0                                                                                                | 0                                                                | 0                                | 0                                       |
| Scott Hall<br>170 Summer Street                             | 0                                | 0           | 0                                                                                                | 0                                                                | 0                                | 0                                       |
| Shea-Durgin Hall<br>160 Burrill Avenue                      | 0                                | 0           | 0                                                                                                | 0                                                                | 0                                | 0                                       |
| Great Hill Student Apartments<br>Building A 120 Burrill Ave | 0                                | 0           | 0                                                                                                | 0                                                                | 0                                | 0                                       |
| Building B 124 Burrill Ave                                  | 0                                | 0           | 0                                                                                                | 0                                                                | 0                                | 0                                       |
| Building C 128 Burrill Ave                                  | 0                                | 0           | 0                                                                                                | 0                                                                | 0                                | 0                                       |
| Woodward Hall<br>115 Grove Street                           | 0                                | 0           | 0                                                                                                | 0                                                                | 0                                | 0                                       |
| Weygand Hall<br>351 Great Hill Drive                        | 0                                | 0           | 0                                                                                                | 0                                                                | 0                                | 0                                       |

**Fire Descriptions in Resident Halls 2024**

| FIRE STATISTICS CHART 2024                                  |                                  |             |               |                                                                  |                                  |                                         |
|-------------------------------------------------------------|----------------------------------|-------------|---------------|------------------------------------------------------------------|----------------------------------|-----------------------------------------|
| RESIDENTIAL FACILITY                                        | TOTAL NUMBER OF FIRE IN BUILDING | FIRE NUMBER | CAUSE OF FIRE | NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY | NUMBER OF DEATHS RELATED TO FIRE | VALUE OF PROPERTY DAMAGE CAUSED BY FIRE |
| Crimson Hall,<br>200 East Campus Drive                      | 0                                | 0           | 0             | 0                                                                | 0                                | 0                                       |
| DiNardo Hall<br>115A Burrill Avenue                         | 0                                | 0           | 0             | 0                                                                | 0                                | 0                                       |
| Stonehouse Hall<br>135 Burrill Avenue                       | 0                                | 0           | 0             | 0                                                                | 0                                | 0                                       |
| Miles Hall<br>115 Burrill Avenue                            | 0                                | 0           | 0             | 0                                                                | 0                                | 0                                       |
| Pope Hall<br>4 Park Avenue                                  | 0                                | 0           | 0             | 0                                                                | 0                                | 0                                       |
| Scott Hall<br>170 Summer Street                             | 0                                | 0           | 0             | 0                                                                | 0                                | 0                                       |
| Shea-Durgin Hall<br>160 Burrill Avenue                      | 0                                | 0           | 0             | 0                                                                | 0                                | 0                                       |
| Great Hill Student Apartments<br>Building A 120 Burrill Ave | 0                                | 0           | 0             | 0                                                                | 0                                | 0                                       |
| Building B 124 Burrill Ave                                  | 0                                | 0           | 0             | 0                                                                | 0                                | 0                                       |
| Building C 128 Burrill Ave                                  | 0                                | 0           | 0             | 0                                                                | 0                                | 0                                       |
| Woodward Hall<br>115 Grove Street                           | 0                                | 0           | 0             | 0                                                                | 0                                | 0                                       |
| Weygand Hall<br>351 Great Hill Drive                        | 0                                | 0           | 0             | 0                                                                | 0                                | 0                                       |

**Fire Descriptions in Resident Halls 2023**

| FIRE STATISTICS CHART 2023                                  |                                  |             |                                                                               |                                                                |                                  |                                         |
|-------------------------------------------------------------|----------------------------------|-------------|-------------------------------------------------------------------------------|----------------------------------------------------------------|----------------------------------|-----------------------------------------|
| RESIDENTIAL FACILITY                                        | TOTAL NUMBER OF FIRE IN BUILDING | FIRE NUMBER | CAUSE OF FIRE                                                                 | NUMBER OF INJURIES THAT REQUIRED TREATMENT AT MEDICAL FACILITY | NUMBER OF DEATHS RELATED TO FIRE | VALUE OF PROPERTY DAMAGE CAUSED BY FIRE |
| Crimson Hall,<br>200 East Campus Drive                      | 0                                | 0           | 0                                                                             | 0                                                              | 0                                | 0                                       |
| DiNardo Hall<br>115A Burrill Avenue                         | 0                                | 0           | 0                                                                             | 0                                                              | 0                                | 0                                       |
| Stonehouse Hall<br>135 Burrill Avenue                       | 0                                | 0           | 0                                                                             | 0                                                              | 0                                | 0                                       |
| Miles Hall<br>115 Burrill Avenue                            | 0                                | 0           | 0                                                                             | 0                                                              | 0                                | 0                                       |
| Pope Hall<br>4 Park Avenue                                  | 0                                | 0           | 0                                                                             | 0                                                              | 0                                | 0                                       |
| Scott Hall<br>170 Summer Street                             | 0                                | 0           | 0                                                                             | 0                                                              | 0                                | 0                                       |
| Shea-Durgin Hall<br>160 Burrill Avenue                      | 1                                | 1           | Handheld propane tank, used for construction exploded while lighting for use. | 0                                                              | 0                                | \$55.00                                 |
| Great Hill Student Apartments<br>Building A 120 Burrill Ave | 0                                | 0           | 0                                                                             | 0                                                              | 0                                | 0                                       |
| Building B 124 Burrill Ave                                  | 0                                | 0           | 0                                                                             | 0                                                              | 0                                | 0                                       |
| Building C 128 Burrill Ave                                  | 0                                | 0           | 0                                                                             | 0                                                              | 0                                | 0                                       |
| Woodward Hall<br>115 Grove Street                           | 0                                | 0           | 0                                                                             | 0                                                              | 0                                | 0                                       |
| Weygand Hall<br>351 Great Hill Drive                        | 0                                | 0           | 0                                                                             | 0                                                              | 0                                | 0                                       |

***End of report***