



**FITCHBURG STATE  
UNIVERSITY**

## ADDITIONAL RESOURCES

### Off-Campus Resources

Planned Parenthood League of Massachusetts  
– 800-258-4448  
Worcester agency – [www.pplm.org](http://www.pplm.org)

National Sexual Assault Hotline – 800-656-4673  
[https://www.rainn.org/  
about-national-sexual-assault-telephone-hotline](https://www.rainn.org/about-national-sexual-assault-telephone-hotline)

Safelink MA24/7 Hotline – 877-785-2020

Victim Rights Law Center Boston – 617-399-6720  
<https://www.victimrights.org>

National Domestic Violence Hotline  
– 800-799-7233

Closet SANE Site Hospitals (Worcester, MA)\*  
– 508-363-5000  
St Vincent Hospital  
UMASS Memorial Hospital  
UMASS University Hospital

\*SANE Nurses are available to work with survivors to collect evidence and provide medical attention. Seek care within 72 hours and do not shower or change clothes.

### On-Campus Title IX Team

Kristina Braun, Associate Director of Housing Operations

Joseph Flanagan, Assistant Director of CARE & Community Standards

Michael Kennedy, Director of Student Development

Matthew Lechter, Executive Director of Housing & Residence Services

Rebecca Newell, Director of Title IX & Equal Opportunity

Bettiann Peura, Assistant Director of Athletics

Tim St. John, Dean of Students

Members of the Fitchburg State University Community who are concerned about the University's handling of a Title IX report or investigation, may bring their concerns to the attention of the Title IX Coordinator. Concerns may also be reported to:

- » U.S. Department of Education  
Office for Civil Rights  
33 Arch Street, 9th Floor Boston, MA 02119-1424  
617-289-0111 or [OCR.Boston@ed.gov](mailto:OCR.Boston@ed.gov)

### Policy Statement

#### From the State Universities Equal Opportunity, Diversity and Affirmative Action Plan

The Universities are committed to a policy of non-discrimination, equal opportunity, diversity and affirmative action, and dedicated to providing educational, working and living environments that value the diverse backgrounds of all people.

Each student, employee, and other person having dealings with the institutions are provided with an environment free from sexual violence and all forms of misconduct on the basis of gender. These behaviors violate the Universities' Sexual Harassment Policy, will not be tolerated, and may result in disciplinary action, up to and including termination or expulsion.



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## TITLE IX

“No person in the United States, shall on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”

—Title IX of the Education Amendments of 1972

## PROHIBITED CONDUCT

Sexual misconduct and discrimination encompasses a range of inappropriate behaviors. It can occur between strangers, acquaintances, people who know each other well, and current or former partners. It can be committed by anyone, regardless of gender or gender identity, and can occur between people of the same or different sex or gender. It includes, but is not limited to:

**Sexual Assault** – attempted or actual forcible offense, including rape or fondling. A non-forcible without consent, such as due to age or incest.

**Sexual Harassment** – unwelcome conduct of a sexual nature so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the Universities education program; or conditioning the provision of a benefit on another individual's participation in unwelcome sexual conduct.

**Relationship Violence** – any act or threat of violence committed by a person who is or has been in a romantic or intimate relationship with the victim (dating); felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common or who is cohabitating (domestic).

**Sexual Exploitation** – taking sexual advantage of another person for one's own benefit or for the benefit of anyone other than that person without that person's consent.

**Stalking** – more than one instance of unwanted attention based on sex, in-person or electronically, that would cause another to fear for their safety or suffer substantial emotional distress.

**Retaliation** – intimidation, threat, coercion, discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX or the University's Sexual Harassment Policy.

## CONSENT

An understandable exchange of affirmative words or actions, which indicates a willingness by all parties to participate in mutually agreed upon sexual activity. 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 anytime, as long as the withdrawal is communicated clearly.

Consent cannot be granted when there is:

- Force (expressed or implied)
- Coercion
- Intimidation
- Threats
- Duress
- Incapacitation such as due to alcohol or drugs



## REPORTING OPTIONS

» **In an Emergency** – call 911 or University Police at 978-665-3111

» **Title IX Coordinator** – Fitchburg State University  
Rebecca H. Newell  
Sanders 202 | 978-665-3236  
rnewell7@fitchburgstate.edu  
(or via complaint forms, including an anonymous option, online)

» **Law Enforcement**  
You are never required to report an incident to law enforcement. However, if you choose, you may file a criminal complaint with University Police, the local police department where the incident occurred, and/or other state and federal law enforcement agencies. You can make both a criminal report and a report to Title IX and do not need to choose one or the other.

» **Confidential**  
Please note: Employees of Fitchburg State University have reporting obligations. However, you may report misconduct in confidence through the avenues in the following sections for students and employees.

### Students Confidential Reporting

Counseling Services  
Hammond 317 – 978-665-3152 or  
counselingscheduler@fitchburgstate.edu

Mental Health Support Line  
24/7/365 – 833-434-1217

Community Health Connections ACTION Center  
Monday–Friday – 130 Water Street – 978-410-6146  
Weekends – 165 Mill St. Leominster

### Employee Confidential Reporting

#### Employee Assistance Program (EAP)

844-263-1982

## PROCESS REVIEW

Fitchburg State University has processes and procedures in place to equitably and promptly respond to concerns of sexual misconduct. These concerns can come to the Title IX Coordinator from reports made directly by students, faculty or staff, as well as information shared by police or third parties.

1. The Title IX Coordinator (or designee) meets with the Complainant to discuss the circumstances and options.
2. Should the Complainant decide to file a Formal Complaint, the Title IX Coordinator determines the Title IX status of the report and assigns an investigator.
3. The Respondent is notified immediately and offered an opportunity to meet with the Title IX Coordinator to review the procedures and protections.
4. Both parties may bring an advisor of their choice to any of the meetings throughout the process. Fitchburg State University has trained advisors available to assist or parties may choose their own from within or outside the University.
5. During this process, supportive measures may be implemented to ensure the safety and access of those involved and to protect the integrity of the investigation.

### Amnesty

Students may be hesitant to report prohibited conduct out of concern that they or someone they know might be charged with violations of the University's drug/alcohol policies or other student conduct policy violations. We prioritize the need to address sexual misconduct and accordingly, unless egregious or severe, will not pursue discipline against a student who, in good faith, reports or participates in an investigation of potential Title IX violations.