

FISHER COLLEGE



Annual Security and Fire Safety Report 2025

(Reporting Statistics for 2022, 2023, and 2024)

Boston Campus

Annual Clery Crime Statistics

This information is provided in compliance with State and Federal Law and the Clery Act specifically. This report, covering the calendar year 2024, published in October 2025, is available on the Fisher College website at [Campus Police - Fisher College](#).

- The Campus Security Act 6**
 - Preparation of the Annual Disclosure of Crime Statistics 6*
- Fisher College Police Department 6**
- Reporting Procedures 7**
 - Incident Reporting 7*
 - Response to Calls..... 7*
 - Campus Security Authorities 8*
 - Daily Crime Log 8*
 - Voluntary Confidential Reporting 8*
 - Confidentiality Considerations 9*
- Pastoral and Professional Counselors 9**
 - Incident Information 9*
- Warnings and Emergency Notifications Processes 10**
- Timely Warning Notification 10**
 - Notification Process 10*
 - Emergency Response and Evacuation Procedures 11*
 - Fisher College Emergency Notification System..... 12*
 - Fisher College Notification Methods 13*
 - Community Actions 13*
 - Fire Drills 16*
- Local Police Department..... 17**
- Security of and Access to Boston Campus Facilities..... 17**
 - Campus Alarms..... 17*
 - Security of and Access to Academic and Administrative Buildings 17*
 - Access to Residential Areas 18*
 - Access to Buildings for Maintenance and Repair..... 18*
 - Security Considerations Used in the Maintenance of Campus Facilities 19*
- Smoking/Tobacco Policy 19**
- Alcohol and Drug Policies 19**
 - Standards of Conduct 20*
 - Disciplinary Sanctions 20*
 - Alcohol in College Residences/Buildings 20*
 - College Sanction 20*

<i>Violations in College Residence Halls</i>	20
<i>Violations Not in College Residence Halls</i>	21
<i>Financial Assistance</i>	21
<i>Federal Drug Laws</i>	23
<i>Denial of Federal Benefits 21 U.S.C. 862</i>	23
<i>Federal Drug Possession Penalties Forfeiture of Personal Property & Real Estate 21 U.S.C. 853</i>	23
<i>Federal Drug Trafficking Penalties 21 U.S.C. 841</i>	23
<i>Federal Drug Possession Penalties</i>	24
<i>Description of Health Risks</i>	25
<i>Drug and Alcohol Counseling, Treatment, or Rehabilitation Programs</i>	26
<i>Drug and Alcohol Treatment Centers</i>	27
<i>Fisher College Employee Drug and Alcohol Policies</i>	27
Firearms and Other Weapons	28
Missing Students Notification Policy and Procedure	29
<i>Missing Students Procedures</i>	29
Crime Statistics	29
<i>Statistics for Referred Violations</i>	31
Violence Against Women Act	32
<i>Campus Sex Crimes Prevention Act</i>	35
Sexual Assault	36
<i>Sexual Assault Education and Prevention</i>	36
<i>If You Are Sexually Assaulted</i>	36
Title IX	37
Reporting Sexual Misconduct, Domestic/Dating Violence, and Stalking	38
<i>Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs</i>	48
<i>Procedures the College Will Follow When a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking is Reported</i>	50
<i>Assistance for Victims: Rights & Options</i>	52
<i>Confidentiality</i>	52
<i>Accommodations and Protective Measures Available for Victims</i>	53
<i>Orders of Protection</i>	53
<i>Stay Away Orders</i>	53
<i>Restraining Orders</i>	54

Adjudication of Violations..... 55

Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault and Stalking 65

Hazing Policy 68

Stop Campus Hazing Act Anti-Hazing & Anti-Hazing Policy 70

Anti-Bullying Policy 75

Notification to Victims of Crimes of Violence 75

References 75

Policy Statement Addressing Security Awareness Programs for Students and Employees 75

Sexual Assault Awareness and Prevention 76

Policy Statement Addressing Crime Prevention Programs for Students and Employees 76

Personal Safety Workshops..... 76

Crime Bulletins and Alerts..... 76

Boston Campus Crime Statistics Reported for 2022, 2023, and 2024 77

Fisher College Fire Safety Report..... 80

Fire Safety Systems 81

Safety Inspections 81

Resident Student Evacuation Procedures..... 82

Procedures to Follow in Case of a Fire 82

Daily Fire Log..... 83

Fisher College General Fire Safety Policies..... 83

Future Plans for Fire Safety Improvement..... 84

Fire Statistics 85



A Message from the Chief of Police

Fall 2025

Dear Fisher Community:

Thank you for taking the time to review the **Fisher College 2025 Annual Security and Fire Safety Report**. At the Fisher College Police and Public Safety Office, we are deeply committed to fostering a safe and secure environment for our students, faculty, and staff. We understand the importance of being informed about campus safety and the resources available so you can make confident decisions regarding your personal safety.

This report has been prepared in compliance with the Federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. It provides valuable information and resources to help you protect yourself and your property while actively maintaining a safe campus community.

Our mission to make Fisher College a safe place to live, work, and study is a shared responsibility. While our dedicated officers, faculty, and staff work tirelessly to ensure the safety of our campus, we rely on the support, engagement, and vigilance of the entire Fisher community to achieve this goal. Safety is a collective effort, and by staying informed, exercising caution, and reporting concerns, we can work together to uphold the secure and welcoming environment we all value.

Education and awareness are key components of our crime prevention efforts. Through this report, our ongoing training programs, and information-sharing initiatives, we aim to empower every community member to play an active role in campus safety. We encourage you to review the information in this report thoroughly and take advantage of the safety services and resources we offer.

Your involvement is critical. By promptly reporting suspicious activity and maintaining awareness of your surroundings, you help us reduce crime and enhance safety on campus. The Fisher College Police and Public Safety Office operates 24 hours a day, seven days a week, and we are always available to assist you. Whether you need immediate assistance, have a question, or simply wish to share a concern, our officers are here to serve and support you. Please do not hesitate to approach an officer on patrol or contact us directly.

For non-emergency business inquiries, our department can be reached at **(617) 236-8880**. In an emergency, please dial extension **8888** or **(617) 236-8888**.

Thank you for your continued partnership in maintaining a safe and secure campus. Together, we can ensure that Fisher College remains a place where everyone can thrive and succeed.

Sherry Belanger
Chief of Police

The Campus Security Act

The Campus Security Act requires colleges and universities to:

- Publish an annual report every year by October 1 that contains three calendar years of campus crime statistics and certain campus security policy statements.
- Disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus facilities and remote classrooms.
- The statistics must be gathered from campus police or security, local law enforcement, and other College officials who have "significant responsibility for student and campus activities;" otherwise known as a Campus Security Authority (CSA).
- Provide "timely warning" notices of those crimes that have occurred and "pose an ongoing threat to students and employees."
- Disclose in a public crime log "any crime that occurred on campus...or within the patrol jurisdiction of the campus police or the campus security department and is reported to the campus police or security department;" and
- Disclose any agreements with state and/or local law enforcement.
- The information contained in this document pertains to the Boston campus unless otherwise noted.

Preparation of the Annual Disclosure of Crime Statistics

The Fisher College Police Department prepares this report annually to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. This report is prepared in a cooperative partnership with the Division of Student Life, Athletics, the Title IX coordinator, and other Campus Security Authorities. Each entity provides updated information on its educational efforts and programs to comply with the Act.

Campus crime, arrests, and referral statistics include those reported to the Fisher College Police Department, designated campus officials (including but not limited to housing staff, judicial affairs, advisors to students/student organizations, athletic coaches), and local law enforcement agencies for buildings owned and or controlled by Fisher College, as well as public property within and immediately adjacent to campus. The Counseling Center staff informs their clients of the procedures to report crime to the Fisher College Police Department on a voluntary or confidential basis, should they feel it is in the best interest of the client.

Each year, an email notification is sent to all enrolled students, faculty, and staff providing the website link to access this report. Hard copies of the report may also be obtained at the Fisher College Police Department, located at 116 Beacon Street, Boston, MA 02116, or by calling (617) 236-8880.

Fisher College Police Department

The Fisher College Police Department provides law enforcement and security services to the Fisher College community.

The Fisher College Police Department is comprised of state-certified and sheriff-certified police officers and unsworn public safety officers.

Fisher College special state police officers are empowered under the State of Massachusetts General Laws, MGL Chapter 22 Section 63. Police officers have full police authority on Fisher College property granted to any law enforcement officer, including the authority to make arrests. Police jurisdiction includes property owned by, or under the control of, Fisher College.

Fisher College Police officers have the authority to enforce State and Local laws and policies. Fisher College Public Safety Officers cannot enforce State and Local laws; however, they have the authority to enforce Fisher College policies. Fisher College Public Safety Officers have no power of arrest.

Fisher College Public Safety Officers' patrol jurisdiction is limited to any buildings or properties owned or controlled by Fisher College.

The Fisher College Police Department also works closely with the Boston Police Department and Massachusetts State Police when there is a crime on campus.

In addition, the Fisher College Police Department has radio communications with Boston Police to provide real-time communication. Boston Police respond to campus incidents when needed.

Fisher College police officers are trained on their protocol, tactics, and procedures for critical incidents.

The Fisher College Police Department does not currently have a Memorandum of Understanding with Boston Police regarding the investigation of criminal incidents, but it works cooperatively with Boston Police when needed.

Fisher College has no recognized student organizations with off-campus student housing facilities.

Reporting Procedures

Incident Reporting

Students, staff, faculty, and visitors of the main Boston campus are encouraged to accurately and immediately report any suspicious or criminal activity to the Fisher College Police Department at (617) 236-8880 or extension 8880 from a campus phone. If an emergency occurs, contact 911 immediately and then contact the Fisher College Police Department.

Residents at 19 Stuart St. call the Boston Police Department at (617) 343-4911, or if it is an emergency, dial 911.

Response to Calls

The Fisher College Police Department's procedure for responding to calls includes responding when necessary to calls for assistance, including emergency calls. When necessary, the Fisher College Police Department works closely with a full range of city and local emergency responders to ensure a complete and timely response to all emergency calls. Priority response is given to crimes against persons and personal injuries. Boston Police or State Police are at times notified if no sworn Campus Police Officer is on duty or needs additional police assistance.

In response to a non-emergency call to the Fisher College Police Department at (617) 236-8880, the dispatcher on duty will take the required action: either dispatch an officer or ask the victim to report to the Fisher College Police Department desk to file an incident report.

For each event or incident, officers will respond and, if necessary, use the resources of local, state, and federal law enforcement agencies to provide support and assistance.

Crimes should be accurately and promptly reported to the Fisher College Police Department, or the appropriate police agency, when the victim of a crime elects to, or is unable to, make such a report.

Members of the community are helpful when they immediately report crimes or emergencies to the Fisher College Police Department or a Primary Campus Security Authority, such as the Vice President of Student Affairs (617-670-4422) or Title IX Coordinator (617-236-5409), and those listed below. for purposes of including them in the annual statistical disclosure and assessing them for issuing a Timely Warning Notice when deemed necessary.

Campus Security Authorities

Federal law requires the College to disclose statistics concerning the occurrence of certain crimes reported to campus security authorities (CSAs). CSAs include any member of the Fisher College Police Department, including contract security officers, College officials who have significant responsibility for student and campus activities, and others identified below as individuals or organizations to whom or which students and employees should report criminal offenses.

Fisher College's CSAs include the following but are not limited to:

- Director of Housing and Residential Life
- Student Conduct Coordinator
- Title IX Coordinator
- Vice President of Student Affairs
- Director of Athletics and all coaches, trainers, both head coaches and assistant coaches
- International Admissions Director
- Fisher College Police Department Staff
- Resident Directors and Resident Assistants
- Vice President for Academic Affairs
- Advisors of Student Clubs and Organizations
- Director of Student Activities
- Student Activities Coordinator
- Residence Hall Desk Assistants

All CSAs should encourage anyone who reports a crime or other incident involving campus security to notify the Fisher College Police Department immediately. Any CSA who receives a report of an incident involving a crime or campus security matter must contact the Fisher College Police Department immediately and inform the Fisher College Police Department of the incident consistent with the confidentiality considerations discussed in this report.

Daily Crime Log

The Fisher College Police Department maintains a Daily Crime Log that provides the community with information about crime on the Boston campus. The Daily Crime Log is available for review 24 hours a day, seven days a week, at the Fisher College Police Department Desk located in the Mall of 116 Beacon Street, Boston.

Voluntary Confidential Reporting

Anyone who is a victim of or a witness to a crime is encouraged to report the incident to the Fisher College Police Department promptly. However, the Fisher College Police Department cannot promise confidentiality regarding reported crimes. Reports to professional and pastoral counselors can be kept

confidential. Professional and pastoral counselors are encouraged to inform their clients of the procedures to report crimes to primary CSAs confidentially if and when they deem it appropriate.

Anonymous reports of crimes may also be made to the anonymous tip line:

Text: tip411 (847411)

Keyword: Fisher

Please state the type of incident, along with where and when it occurred. It is important to include as much detail as possible so that the college can accurately count the incident, when appropriate, in the college's Annual Security Report (ASR).

Confidentiality Considerations

A Campus Security Authority (CSA) is not required to disclose confidential information concerning an incident, such as information that would identify a victim of a crime who wishes to remain confidential. However, CSAs are required to inform the Fisher College Police Department of the existence of all known incidents, including confidential incidents, so that they can be recorded as statistics and, where appropriate, included in the College's Annual Security Report.

If a reporting party does not consent to disclosure to the Fisher College Police Department, CSAs are expected to inform the Fisher College Police Department of the complainant's wish for confidentiality and to report the incident for **statistical purposes only**. CSAs must report an incident without disclosing identifying information concerning the reporting party unless the reporting party consents to disclosure of their identity.

The College urges all community members to report any criminal incident to the Fisher College Police Department. If an individual chooses not to report a crime, the College encourages the person to at least disclose the occurrence of the incident to a CSA so it may be counted, as appropriate, in the College's Annual Security Report (ASR).

Pastoral and Professional Counselors

As allowed by the Clery Act, pastoral and professional counselors who receive confidential reports are not required to report these crimes to the Fisher College Police Department for inclusion in the annual disclosure of crime statistics or for the purpose of a timely warning.

It should be noted that if a pastoral or professional counselor serves another function at Fisher College, such as an advisor to a student organization, they are required to report crimes to the Fisher College Police Department for inclusion in the annual disclosure of crime statistics.

Pastoral Counselor: a person associated with a religious order or denomination and recognized by that religious order or denomination as someone who provides confidential counseling and functions within the scope of that recognition as a pastoral counselor.

Professional Counselor: a person whose official responsibilities include providing mental health counseling to members of the Fisher community and who is functioning within the scope of their license or certification. The Fisher College Counselor can be reached at (617) 236-8894 or in the lower level of 1 Arlington Street.

Incident Information

Incidents may occur on campus that do not appear to involve an immediate threat to the health and safety of students or employees but, due to their significance, may justify community notification.

Incidents may include, but are not limited to, follow-up to an emergency notification, a significant incident on or off campus, a severe weather warning, or a major infrastructure failure.

Warnings and Emergency Notifications Processes

Timely Warning Notification

If a situation arises within Fisher College's Clery Geography that, in the judgment of the Vice President of Student Affairs after consultation with the Chief of Police (when practicable), constitutes a serious or continuing threat to members of the Fisher College community, a timely warning will be sent. A campus-wide "timely warning" will be issued in compliance with the Federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998.

Fisher College issues timely warning notices whenever a Clery crime is considered to pose a serious or continuing threat to students, faculty, and staff. Significant criminal incidents that might elicit a timely warning include, but are not limited to, crimes of violence or patterns of property crimes. Timely warnings may be issued for the following crime classifications: aggravated assault (cases involving assaults among known parties, such as two roommates fighting, which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger Fisher College community), major incidents of arson, a string of burglaries or motor vehicle thefts that occur in reasonably close proximity to one another, murder/non-negligent manslaughter, motor vehicle theft, robbery, and sex offense (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount information known by the Vice President of Student Affairs, or their 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/acquaintance cases, will be assessed for potential issuance of a Timely Warning Notice when the crime is deemed to pose a serious or ongoing threat to the Fisher community. The Chief of Police and the Vice President of Student Affairs review all reports to determine if there is a serious or ongoing threat to the community and if the distribution of a timely warning is warranted.

As noted earlier, Fisher College is not required to provide a timely warning with respect to crimes reported to a pastoral or professional counselor.

Notification Process

The Chief of Police and/or the Vice President of Student Affairs will determine if a timely warning is necessary, and the alerts are generally written and distributed to the Fisher College community by the Vice President of Student Affairs, with the Chief of Police as secondary depending on the method of distribution. In the case of an emergency or other urgent event, students, faculty, and staff may be contacted through various methods. These may include FinalSite Connect, telephone, text message, email, and flat-screen panels to communicate timely warnings (see chart below).

The Vice President of Student Affairs consults with the Chief of Police regarding crimes affecting the Fisher College community to determine the need for a timely warning. The Vice President of Student Affairs is the approving authority for posting timely warnings. Timely warnings of serious crimes are conveyed to the community through the FinalSite Connect Emergency Notification System. This system will send notifications via email, phone, and/or text message. Fisher students are automatically signed up for this system upon joining the college. However, new staff and faculty members must sign up at <https://www.fisher.edu/emergency-notifications>. Once enrolled, it is up to the individual to keep their information current.

Crime Alerts contain a brief description of the incident, its date, time, and location, and precautions to take. The amount and type of information presented in the warning will vary depending on the circumstances of the crime. Where possible, a warning will not include information that could jeopardize a criminal investigation.

Timely Warning Notices will be distributed as soon as pertinent information is available, withholding the names of victims as confidential to aid in the prevention of similar occurrences.

Fisher College Timely Warning Methods

System	Primary Message Creator	Backup Message Creator	Authority for Approving and Sending Messages	Primary Message Sender	Backup Message Sender
FinalSite Connect	Vice President of Student Affairs	Chief of Police	Vice President of Student Affairs and Chief of Police	Vice President of Student Affairs	Chief of Police
Blast Email	Vice President of Student Affairs	Chief of Police	Vice President of Student Affairs and Chief of Police	Vice President of Student Affairs	Chief of Police
Telephone	Vice President of Student Affairs	Chief of Police	Vice President of Student Affairs and Chief of Police	Vice President of Student Affairs	Chief of Police
Text Messages	Vice President of Student Affairs	Chief of Police	Vice President of Student Affairs and Chief of Police	Vice President of Student Affairs	Chief of Police
Campus Website	Vice President of Student Affairs	Director of Marketing	Vice President of Student Affairs and Chief of Police	Vice President of Student Affairs	Chief of Police

The alerts typically contain the following information:

- Date and Time of Incident
- Location of the Incident
- Type of Incident
- Description of the Alleged Perpetrator
- Summary of Incident
- Crime Prevention Tips
- Contact Telephone Number

Emergency Response and Evacuation Procedures

Many of Fisher College's police officers have received training in Incident Command and Responding to Critical Incidents on Campus. If a serious incident occurs that causes an immediate threat to the campus, the first responders to the scene are usually Fisher College Campus Police Officers and emergency responders, and they typically respond and work together to manage the incident. Depending on the nature of the incident, other Fisher College departments and local, state, or federal agencies could also be involved in responding to the incident. General information about the emergency response and evacuation procedures for Fisher College are publicized each year as part of the institution's Clery Act compliance efforts. That information is available at the Fisher College Police Department.

Fisher College Emergency Notification System

The College has implemented an Emergency Notification System in conjunction with FinalSite Connect to enhance the College’s ability to reach all students, faculty, and staff with time-sensitive information during unforeseen events or emergencies. The system uses voice, email, and text messaging to allow the College to provide pertinent information and details on appropriate responses during critical situations. We encourage campus community members to take advantage of the opportunity to provide multiple contact options. Voice notification messages will appear to be from “617-236-8800”. SMS text will appear to be from 53291. Email messages will be sent from FISHER COLLEGE noreply@finalsiteconnect.com. If any of these systems fail or the College deems it appropriate, in-person communication may be used to communicate an emergency.

System	Primary Message Creator	Backup Message Creator	Authority for Approving and Sending Messages	Primary Message Sender	Backup Message Sender
FinalSite Connect	Vice President of Student Affairs	Chief of Police	Vice President of Student Affairs and Chief of Police	Vice President of Student Affairs	Chief of Police
Blast Email	Vice President of Student Affairs	Chief of Police	Vice President of Student Affairs and Chief of Police	Vice President of Student Affairs	Chief of Police
Telephone	Vice President of Student Affairs	Chief of Police	Vice President of Student Affairs and Chief of Police	Vice President of Student Affairs	Chief of Police
Text Messages	Vice President of Student Affairs	Chief of Police	Vice President of Student Affairs and Chief of Police	Vice President of Student Affairs	Chief of Police
Campus Website	Vice President of Student Affairs	Director of Marketing	Vice President of Student Affairs and Chief of Police	Vice President of Student Affairs	Chief of Police

This is where we need your help and cooperation. Students are automatically added to the system upon joining the college; however, Staff, please make sure that you are registered at <https://www.fisher.edu/emergency-notifications>. Should you need to update your contact information, please contact the Office of the Registrar at (617) 236-8825 or registrar@fisher.edu to ensure your current information is on file.

The Vice President of Student Affairs and Chief of Police consult with other Fisher College administrators, local first responders, and/or the National Weather Service to confirm whether there is a significant emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the Fisher College community. The Vice President of Student Affairs and Chief of Police will collaborate to determine the content of the message (if one of them is unavailable, the other is responsible) and appropriate segments of the campus community that should receive the notification. The Vice President of Student Affairs and the Chief of Police will use some or all of the systems, as described on the following page, to communicate the threat to the Fisher College community or the appropriate segment of the community if the threat is limited to a particular building or segment of the population.

Individuals can report emergencies at Fisher College by calling (617) 236-8880 or 911.

Fisher College will, without delay and taking into account the safety of the community and the impact on the efforts to respond to the emergency, determine the content of the notification and initiate the notification system unless issuing a notification will, in the professional judgment of the first responders, compromise the efforts to assist a victim or to contain, respond to, or otherwise respond to the emergency.

Fisher College Notification Methods

Community Actions

Community members who receive a notice of an alert should seek additional information and take action to protect themselves and alert others. Members of the larger Fisher community can receive information about emergencies on campus through the local media and the Fisher College website, www.fisher.edu.

Fisher College 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 the campus. If there is an immediate threat to the health or safety of members of the Fisher College community, follow-up information will be provided to the community using some or all of the methods of communication listed on the previous page.

Generally, it is difficult to provide instructions that are applicable to all community members. Individual necessary actions will depend on factors such as the type and one's proximity to the emergency. Whenever possible, the college will use a standard approach for emergency messaging. In the event of an emergency, you may receive one of the following messages.

LOCKOUT: A lockout is called when there is a threat or hazard outside of Fisher College, and the perimeter of the building will be secured to keep out the threat. Lockout uses the security of the building as protection.

The following are examples of when safety personnel or emergency dispatch might call for a Lockout.

- Criminal activity in the area
- Dangerous animals on campus
- Civil disobedience

Lockout procedures are as follows:

- Community members who are outside should move inside quickly, as, depending on the situation, ID card access may be shut off at some point during the crisis.
- If you are near an exterior door, pull it shut if it is open
- Keep alert to updates from the college or reputable news outlets
- Business inside the college should be conducted as usual

LOCKDOWN: A lockdown is called when there is a threat or hazard inside the building. From domestic violence incidents to intruders to an active shooter, Lockdown uses room security to protect students and staff from an immediate threat.

The following are examples of when a student, staff member, or emergency dispatcher might call for a Lockout.

- Intruder
- Angry or violent student
- Domestic issue
- Active shooter

Lockdown procedures are as follows:

- Prepare ahead of time; know if the door locks to your classroom or other area
- Consider if the door opens in or out
- Is there an easy way to secure the door without a lock?
 - Tie a belt around the door closer
 - Use a doorstop to jam the door
 - Are there other resources to barricade the door
- Locks, lights, out of sight
 - lock the door
 - turn out the lights
 - move away from windows or glass where you can be seen
- Close shades if possible
- Maintain silence, silence phone ringers
- Barricade the door with heavy objects
- Prepare to evade or defend
- Do not open the door until you get an all-clear message from the school or law enforcement

Emergency Evacuation Procedures

The emergency evacuation procedures are tested at least once each year. Students and employees learn the locations of the emergency exits in the buildings. They are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. The Fisher College Campus Police does not tell building occupants in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, Fisher College Campus Police staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

Evacuation drills prepare building occupants for an organized evacuation in case of a fire or other emergency. At Fisher College, evacuation drills are used to educate and train occupants on fire safety issues specific to their building. During the drill, occupants practice drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

(Fisher College may send an "Evacuate" Emergency Notification, but the content below is intended to describe evacuation procedures in the event of an emergency)

EVACUATE: Evacuation is called when students and staff need to be moved from one location to another.

Designated evacuation areas are as follows:

- Buildings 102-118 proceed to the corner of Beacon/Berkeley Streets
- Buildings 111/131/133 proceed to the corner of Arlington and Beacon Streets before relocating to the assembly area at Marlborough St.
- Building One Arlington proceed to 111 Beacon before relocating to the assembly area at Marlborough St.

Evacuation procedures are as follows:

Prepare ahead of time.

- Familiarize yourself with at least two exits from anywhere you are on campus

- Designate a meeting place for your classroom or residence hall ahead of time where everyone can check in and report they are safe
- Read the College Emergency Reference Guide on the Fisher College Police Department Website for more information: <https://www.fisher.edu/student-life/campus-police/emergency-preparedness>

Sound the alarm (**fire**)

- If you discover or suspect a fire, sound the building fire alarm by pulling a red pull station.
- Warn other occupants by knocking on doors and shouting "fire, get out" as you leave the building.

Exiting a room (**fire**)

- Before opening any door (during a fire), feel the doorknob with the back of your hand. Do not open the door if it is hot.
- Brace yourself behind the door, crouch low, and open the door slightly if it is warm.
- Stay low if the area is smoky. If heat or heavy smoke is present, close the door and stay in your room.

Leaving the building (**fire**)

- Look for all available exits, including fire escapes, and use the quickest, safest route.
- Try to rescue others ONLY if you can do so safely while out of the building.
- Move away from the building and out of the way of the fire department.
- Warn others that may be entering of the threat when it is safe to do so.
- Don't return to the building until the fire department says it is safe.

Call emergency responders

- Dial 911.
- Give as much information as possible to the 911 operator.
- Call the Fisher College Police Department at (617) 236-8880 to report the location of the fire after you call 911

Evacuate immediately in case of a hazardous material spill or leak. Hazardous equipment or processes should be shut down before leaving unless doing so presents a greater hazard or a safety concern. Remember to close all doors behind you as you leave if it is safe.

Assist anyone who may be in danger on your way out of the building if you can do so without endangering yourself. Calmly exit the building using the stairs - never use elevators. After you have left the building, go to your predesignated assembly point and remain there. Remain outside the building, even if the alarm is silenced, until the fire department has given the "all clear." Maintain a safe distance from the building to allow ample room for emergency personnel and equipment to access the building.

If all routes are blocked, or you are unable to get down the stairs due to a disability:

- Go back to your room, close the door, and call 911 to report your location.
- Seal the cracks around the door to prevent smoke from entering.
- Open the window a few inches for fresh air and hang a brightly colored cloth or bed sheet out the window to alert the Fire Department to your location. If you have a flashlight, use it to signal at night.
- If smoke gets in your room, keep low and dampen a cloth with water, place it over your nose, and breathe lightly through it.
- Stay calm. Do not jump from windows above the second floor. Rescue personnel have the proper equipment to get to you quickly.

SHELTER: Sheltering provides protection from external hazards, minimizes the chance of injury, and/or provides the time necessary to allow for a safe evacuation. It is generally called when the need for personal protection is necessary.

A shelter order may be issued for several reasons, including:

- Severe weather
- Hazardous materials

When a shelter is ordered:

- Remain calm.
- Faculty should recommend to students and others not to leave or go outside.
- If you are in a residence hall, remain there.
- Select a small interior room above the ground floor, with no or few windows and air vents if possible.
- Stay away from all windows and doors.
- If you are told there is a danger of an explosion, close the window shades, blinds, or curtains.
- Room(s) should have adequate space for everyone to be able to sit down comfortably.
- Avoid overcrowding by selecting several rooms when necessary and possible.
- In extreme weather situations, relocate to a lower-level interior section of the building.

For external chemical, biological, or radiological incidents:

- Stay inside and move to an inner corridor or office.
- Facilities may shut down all building ventilation fans and air conditioners when necessary and appropriate.
- Since many chemical agents are heavier than air and tend to hold close to the ground, move to higher levels of the building, if possible, to reduce the transfer of contaminated air from outside to inside.
- Remain alert for instructions and updates as they become available from the emergency personnel and college administrators.

Fire Drills

Fisher College conducts fire drills requiring evacuation of its facilities. These drills are conducted a minimum of twice annually and are unannounced. These drills are used to:

- Familiarize community members with the audible and visible evacuation signals and the exit routes available to use in the event of a fire or other situation that requires immediate evacuation.
- Evaluate the employees' performance in a fire incident and the effectiveness of the behaviors used in accordance with the fire drills and the Emergency Plans.

The results of the drills are documented with the description of the exercise, date, and time. Evacuation plans, which show the floor plan, exits, and suggested evacuation routes, are posted in each dormitory building and will be publicized at the time of the drill.

Emergency Response Drills

In conjunction with other emergency agencies (as needed), the College conducts periodic emergency response drills and exercises, such as tabletop exercises, field exercises, and tests of the emergency notification systems on campus. These tests, which may be announced or unannounced, are designed to assess and evaluate the institution's emergency plans and capabilities.

Each test is documented and includes a description of the exercise, the date and time of the exercise, and whether it was announced or unannounced.

The campus publicizes a summary of the emergency response and evacuation procedures via email at least once each year in conjunction with a test (exercise and drill) that meets all of the requirements of the Higher Education Opportunity Act.

If there is an immediate threat to the health or safety of students or employees occurring on campus, an institution must follow its emergency notification procedures. An institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed.

Local Police Department

Fisher College's student organizations currently do not operate on non-campus locations, including non-campus housing facilities. The Fisher College Police Department, therefore, does not currently monitor or record criminal activity by students of organizations officially recognized by the institution at non-campus locations through local police agencies. However, Fisher College students may live privately off campus in neighborhoods surrounding the college as well as in the greater Metro Boston region. The respective local police departments have jurisdiction in all areas off campus.

The Fisher College Police Department maintains a close working relationship with the Boston Police Department. The Fisher College Police Department also regularly works with other local and state law enforcement agencies, including the Massachusetts State Police. Meetings are held between staff of these agencies on both a formal and informal basis. When a Fisher student is involved in an off-campus offense, Fisher College may assist with the investigation in cooperation with local, state, or federal law enforcement. The Boston Police Department shares information regarding off-campus crimes involving students with the Fisher College and may request a Fisher representative be present when dealing with students in areas immediately adjacent to campus. Local law enforcement agencies regularly provide reports of offenses committed by students to the Fisher College Police Department and the college's Vice President of Student Affairs.

Security of and Access to Boston Campus Facilities

Campus Alarms

Campus facilities are alarmed to detect smoke, heat, and intrusion. All fire, smoke, and carbon monoxide alarms are registered at the Fisher College Police Department desk and/or with a central operator. Boston Fire Department receives notice of all fire, smoke, and carbon monoxide alarms. Fisher College Police Department officers respond to all alarms on campus in addition to any response provided by the various City of Boston emergency responders.

Security of and Access to Academic and Administrative Buildings

Policies and procedures for admission into academic or administrative facilities are established by the Fisher College President's Cabinet and enforced by the Fisher College Police Department. All exterior academic and administrative facilities are equipped with electronic card readers attached to an online server, which provides information concerning individual access privileges to Fisher College Police Department Officers stationed at the Fisher College Police Department desk located in the Mall at 116 Beacon St. A current Fisher College photo ID is required for entry into campus facilities 24/7, with the exception of administrative buildings at 118 Beacon St and One Arlington St from 7:30 am - 5:00 pm, Mon-Fri, as well as the facilities door in the basement of 108 Beacon from 7:30 am - 5:00 pm Mon-Fri.

Fisher Police/Public Safety Officers conduct routine patrols of all campus buildings to evaluate and monitor security-related matters (Residential facilities are patrolled when required).

Access to Residential Areas

The College takes the safety of all community members seriously, particularly those in residence on campus. Residential areas may be entered only in accordance with policies and procedures promulgated by the Office of Housing and Residence Life and published in the Student Code of Conduct. The Fisher College Police Department enforces those policies and procedures.

Exterior and interior doors to student resident halls 102, 104, 106, 112, 114, 116, 131, and 133 Beacon St are locked 24 hours a day, except during student move-in and move-out. At that time, the doors are unlocked with Public Safety monitoring access. Access to exterior resident hall doors is limited to 116 Beacon St and 131/133 Beacon St. A valid Fisher College photo ID indicating current residence hall access privileges is required for admission into all residence hall access points. Students are encouraged to report all missing or lost ID cards to the Fisher College Police Department as soon as possible. All reported missing and lost ID cards are disabled, and replacement ID cards have been issued.

Access to the residence halls listed above is monitored 24/7 by the Fisher College Police Department at 116 Beacon St. Fisher College Police Department desk. Public Safety Officers and/or student proctors are stationed at the safety desk located at the 133 Beacon St front entrance while the building is occupied during the academic year. Student proctors are selected and supervised by the Fisher College Police Department and are responsible for monitoring access to the residence hall by checking resident IDs and verifying with the Fisher College Police Department that visitors have been signed in and entered into the computer system at 116 Beacon St.

All the above-listed residence halls are equipped with electronic card access readers attached to an online server, which provides information to the Fisher College Police Department concerning access privileges. All secondary entrances and exits to residence hall facilities are locked and alarmed. An alarm will sound if ingress or egress occurs with any of these doors.

The college's faculty and staff are required to comply with all established policies and procedures concerning entry into the residence areas. Any employee found to have violated these policies or procedures may be subject to disciplinary action, up to and including termination.

19 Stuart St.

Fisher College leased the 6th floor for residents at 19 Stuart St. The main doors are not locked 24/7. It is locked between 9 pm and 7 am. Between those hours, the room key cards need to be used to gain entry to the building. However, the doors leading to the elevator lobby to access the living quarters are locked 24/7. Only authorized students and staff can access the 6th floor of 19 Stuart St.

All residence halls are located on the Boston campus. They are patrolled by the Fisher College Police Department only when called for service on residence hall room floors. Housing staff patrol (monitor), the residence halls, reporting any security concerns to the Fisher College Police Department for 102, 104, 106, 112, 114, 116, 131, and 133 Beacon St residence halls and Boston Police respond for 19 Stuart St.

Access to Buildings for Maintenance and Repair

Regular maintenance, alterations, and repairs of Fisher College facilities are performed by the College's Facilities Department and outside contractors retained by the College. The College's Facilities Department is responsible for the structural, mechanical, and electrical maintenance of all College buildings. Typical services provided by the Facilities Department, which interacts with the Fisher College Police Department to provide safety and security to the College community, include:

- Electricity and lighting
- Elevators
- Custodial services
- Doors and locks
- Heat
- Window and door glass

Security Considerations Used in the Maintenance of Campus Facilities

The campus is maintained in a manner that minimizes hazardous conditions. However, whenever unpredictable failures occur or additional maintenance work is required beyond normally scheduled maintenance, community members may report problems to the Fisher College Police Department Desk (extension 8880 from any campus phone and (617) 236-8880 from any non-campus or cell phone). This is a twenty-four-hour-a-day, year-round system that ensures requests are logged and scheduled in a timely manner. If the request is urgent, it will be dispatched immediately. Reported maintenance problems that pose a threat to safety and security are given the highest scheduling priority.

Smoking/Tobacco Policy

Fisher College has established a no-smoking policy throughout and in front of the College. No smoking is allowed in the common areas, which include corridors, classrooms, auditoriums, or residence halls. Smoking is prohibited on the stairways to any buildings or Beacon Street. This policy results from the College's compliance with the Massachusetts Clear Air Act. Chewing tobacco and electronic cigarettes are also not to be consumed or smoked inside any College building. The Fisher College Police Department is responsible for the enforcement of this policy, and failure to abide by the Smoking & Tobacco Policy may result in disciplinary action. The College also offers educational programs regarding the hazards of smoking and tobacco use. Students seeking to learn more about these hazards or interested in quitting smoking or tobacco use may contact the Health Services Office and/or Counseling Services.

Alcohol and Drug Policies

Fisher College campuses and activities are not sanctuaries from federal, state, and local laws. Fisher College prohibits the unlawful use, possession, sale, distribution, or manufacture of illicit drugs and/or alcohol by any student and visitor of the College while on college property while performing any work for the College on or off the premises, or while otherwise participating in any College activities on or off the campus. Fisher College is a dry campus and regardless of age, alcohol cannot be possessed or consumed on college property or at any college activity.

However, the College's standards of personal conduct substantially exceed the minimum expectations of civil law and custom. Students found in violation of the College alcohol policy or engaging in misconduct related to the abuse of alcohol, whether on or off campus, will be subject to disciplinary action under the Student Code of Conduct as well as prosecution. Fisher College Police Department enforces the Massachusetts underage drinking law and state and federal drug laws.

Fisher College neither permits nor condones the possession, use, or sale of illegal drugs and narcotics. Violators are subject to College disciplinary procedures, as well as to criminal prosecution under state and federal laws. Dealing in narcotics or illegal drugs anywhere on campus will result in expulsion from the residence system and further disciplinary action by the College. Conviction for drug-related offenses in any jurisdiction may affect a student's eligibility for federal, state, or College financial aid.

The College falls within federal and state Drug-Free School Zone laws.

Violations of drug and liquor laws are reported under the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, and Massachusetts law.

Standards of Conduct

The unlawful possession, use, or distribution of illegal drugs or alcohol by any student or employee on College property or in conjunction with any College activity is prohibited.

Disciplinary Sanctions

The College will impose disciplinary sanctions on students and employees who violate College standards of conduct. In addition, students or employees who violate public law are subject to criminal prosecution. Conviction may result in fines, imprisonment, and revocation or loss of eligibility to receive federal funding (such as grants and financial assistance) and other privileges.

College-imposed discipline may include sanctions up to and including expulsion of a student or termination of employment, in addition to referral for criminal prosecution. Disciplinary sanctions may include required participation in a treatment, counseling, or other approved rehabilitation program.

Alcohol in College Residences/Buildings

1. Students may not possess or consume alcoholic beverages in the residences.
2. No alcoholic beverages may be served or sold at Fisher College functions that are attended primarily by undergraduate students. Exceptions will be considered by the Vice President of Student Affairs for certain events (for example, Homecoming).
3. Alcoholic beverages may not be consumed in any public areas of the College.
4. Guests of residents, regardless of age, may not bring alcoholic beverages into College residences.
5. The possession and consumption of alcoholic beverages should not be part of an activity that is in violation of a College policy, as stated in the Student Code of Conduct and the Residence License Agreement.
6. The College reserves the right to conduct inspections in appropriate circumstances in order to enforce its policies and confiscate any beverages on College property in violation of this policy.

Proper identification must be presented to College personnel upon request.

College Sanction

As further clarification of our approach to dealing with the illegal use or possession of alcohol, it is useful to understand the typical sanctions in cases where students do not seek medical assistance. The disciplinary sanctions typically imposed for underage alcohol possession and use violations, together with the education and counseling programs that are usually required, are as follows:

Violations in College Residence Halls

Following are the sanctions and education and counseling programs typically imposed for underage alcohol possession and use violations that take place in College residence halls. More serious sanctions may be imposed in appropriate circumstances, including when the quantity of alcohol is excessive and when an individual provides alcohol to persons who are under 21 years of age. If other unacceptable behavior—such as fighting, sexual assault, or property damage—occurs in conjunction with the alcohol violation, additional sanctions may be imposed for that behavior.

First Incident May Include:

- Disciplinary Sanction: Probation
- Education/Counseling: an online self-assessment and education on alcohol use

Second Incident May Include:

- Disciplinary Sanction: deferred separation from College housing
- Education/Counseling: Alcohol Education Class

Under Massachusetts law, a minor in possession of alcohol may be arrested and fined, and his or her driver's license may be suspended. An individual who buys alcohol for a minor may be fined up to \$2,000 and sentenced to up to six months in jail.

Violations Not in College Residence Halls

The following are the sanctions and education and counseling programs typically imposed for underage alcohol possession and use violations that do not take place in College residence halls. If other unacceptable behavior—such as fighting, sexual assault, or property damage—occurs in conjunction with the alcohol violation, additional sanctions may be imposed for that behavior. Second violations are uncommon, and third violations are rare. Sanctions for a third violation will include, among other things, suspension from the College.

First Incident May Include:

- Disciplinary Sanction: probation
- Education/Counseling: an online self-assessment and education on alcohol use

Second Incident May Include:

- Disciplinary Sanction: deferred suspension
- Education/Counseling: Alcohol Education Class

Violations Not on College Property

The College prohibits the use or distribution of illicit drugs off College premises. Any violation of this law brought to the attention of College authorities by external law enforcement agencies will be heard by the Student Conduct Coordinator and/or designee.

Financial Assistance

By federal law, students convicted of drug offenses committed while receiving Title IV federal financial aid may be ineligible for federal financial aid for one or more years from the date of conviction.

Fisher College Statement on Drug & Alcohol Related Medical Emergencies & College Sanctions

The illegal use or abuse of alcohol or drugs can be hazardous to students' health and safety as well as an impediment to academic and personal success. The College is, above all else, concerned for the safety and well-being of all members of our community; therefore, the College addresses all reported violations of the College's alcohol and drug policies, including notifying the parents of undergraduate students of alcohol and/or drug-related incidents, if necessary.

At Fisher College, student health and safety are paramount. The College recognizes that alcohol or drug consumption may create medical or safety emergencies in which the potential for College disciplinary action may deter students from seeking assistance for themselves or others. In these situations, we strongly encourage students to act with their own and others' health and safety as the primary concern.

When the College learns of a student's illegal possession or use of alcohol or drugs as a result of that student's seeking medical assistance for him or herself or another person, that student ordinarily will not be subject to College disciplinary sanctions for possession or use of that substance so long as the student completes all education and counseling programs recommended by the College. We are committed to the use of education and treatment approaches because, in our experience, education and/or treatment for individuals who receive emergency medical attention may reduce the likelihood of future occurrences.

State and Federal Laws and Sanctions Concerning Drugs and Alcohol

In addition to disciplinary sanctions imposed by the College, all students, faculty, and staff should be aware that federal, state, and some local laws treat illegal use, possession, sale, distribution, or manufacture of drugs or alcohol as serious crimes. Conviction can lead to imprisonment, fines, and assigned community service. Courts do not lift prison sentences in order to allow convicted persons to attend college or continue their jobs. Felony and certain other convictions can prevent you from entering many fields of employment or professions and may have to be listed on applications for employment or admission to graduate or professional schools.

Many cities and towns in Massachusetts, including Boston, have local ordinances and regulations which prohibit public consumption of alcoholic beverages or consumption of alcoholic beverages on private property without the owner's consent. The Department of Conservation and Recreation also prohibits public consumption of alcohol in its parks. Similar laws and regulations apply in most other states and in many localities.

Massachusetts laws punish sale or delivery of alcoholic beverages to persons under 21 with a fine of up to \$2,000- and six-months imprisonment, or both. Misrepresenting one's age or falsifying an identification to obtain alcoholic beverages is punishable by a fine of \$300. First conviction of driving under the influence of alcohol has a penalty of a \$500-\$5,000 fine, one-year revocation of driver's license, up to two-and-a-half years in prison, and mandatory alcohol rehabilitation.

Alcohol Overdose—Immunity from Prosecution in Massachusetts. In Massachusetts, individuals who are under 21 years of age shall not be charged or prosecuted for certain alcohol-related offenses such as purchasing or possessing alcohol if they seek, in good faith, medical assistance for themselves or someone else experiencing an alcohol-related incapacitation; or if they are themselves subject of such a good-faith request for medical assistance.

Massachusetts has criminal penalties for use of controlled substances, or drugs, with penalties varying with the type of drug. In general, use of narcotic and addictive drugs, and drugs with high potential for abuse, have heavier penalties.

Possession of drugs is illegal without valid authorization. While penalties for possession are generally not as great as for manufacture and distribution of drugs, possession of a relatively large quantity may be considered distribution. Under both state and federal laws, penalties for possession, manufacture, and distribution are much greater for second and subsequent convictions. Many laws dictate mandatory prison terms and the full minimum term must be served.

Sale and possession of drug paraphernalia is illegal in Massachusetts. Under federal laws and some state laws, participation in drug-related criminal activity can result in seizure or forfeiture of personal property and other assets utilized in conjunction with or stemming from the proceeds of the illegal activity. In addition, conviction of a drug-related offense may entail civil fines and denial or revocation of certain licenses and benefits.

Drug Overdose—Immunity from Prosecution in Massachusetts. In Massachusetts, individuals shall not be charged or prosecuted for possession of a controlled substance if they seek, in good faith,

medical assistance for themselves or someone else experiencing a drug-related overdose; or if they are themselves subject of such a good-faith request for medical assistance for a drug related overdose if the evidence for the charge of possession of a controlled substance was gained as a result of the overdose and the need for medical assistance.

Persons convicted of drug possession under state or federal law are ineligible for federal student grants and loans or for participation in federally sponsored research grants or contracts for up to one year after the first conviction, and up to five years after the second; the penalty for distributing drugs is loss of benefits for five years after the first conviction, 10 years after the second, and permanently after the third.

Under federal law, distribution of drugs to a person under age 21 is punishable by twice the normal penalty, i.e., a mandatory one-year prison term; a third conviction is punishable by mandatory life imprisonment. These penalties apply to distribution of drugs in or within 1,000 feet of a college or school. Federal law sets greatly heightened prison sentences for manufacture and distribution of drugs if death or serious injury results from use of the substance.

Federal Drug Laws

The possession, use, or distribution of illegal drugs is prohibited by federal law. There are strict penalties for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction.

Denial of Federal Benefits 21 U.S.C. 862

A federal drug conviction may result in the loss of federal benefits, including school loans, grants, scholarships, contracts, and licenses. Federal drug trafficking convictions may result in denial of federal benefits for up to five years for a first conviction. Federal drug convictions for possession may result in denial of federal benefits for up to one year for a first conviction and up to five years for subsequent convictions.

In accordance with the requirements of the Drug-Free Workplace Act of 1988, as a condition of employment, any employee who is engaged in the performance of work under a federal grant or contract must notify the College if he or she is convicted of violating any criminal drug statute for activities done in the workplace not later than 10 days after conviction; students who receive Pell and certain other federal grants are subject to similar conditions and must report any conviction of a drug-related offense to the U.S. Department of Education within 10 days of the conviction if the offense occurred during the period covered by the grant.

Federal Drug Possession Penalties Forfeiture of Personal Property & Real Estate 21 U.S.C. 853

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation, including houses, cars, and other personal belongings. A warrant of seizure is issued and property is seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties 21 U.S.C. 841

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The list below is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions are twice as severe.

If death or serious bodily injury results from the use of a controlled substance that has been illegally distributed, the person convicted on federal charges of distributing the substance faces a mandatory life sentence and fines ranging up to \$8 million.

Persons convicted on federal charges of drug trafficking within 1,000 feet of a university (21 U.S.C. 845a) face penalties of prison terms and fines, which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year.

Federal Drug Possession Penalties

Persons convicted on federal charges of possessing any controlled substance face penalties of up to one year in prison and a mandatory fine of no less than \$1,000 up to a maximum of \$100,000. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000.

Marijuana Laws in Massachusetts

Massachusetts passed "The Regulation and Taxation of Marijuana Act." Contrary to popular belief, marijuana has not been legalized for all purposes in Massachusetts.

It is against college policy for any person to possess any amount of marijuana on Fisher College property, and it violates federal law. In addition, it remains illegal for anyone to possess, use, or consume marijuana on the grounds of a public or private K-12 school. There is no exception for medical marijuana.

Off-campus possession - 21 years or older. Massachusetts legalized possession of certain amounts of marijuana for a person 21 years of age or older. Any person 21 years of age or older in possession of more than one ounce of marijuana faces civil fines and/or criminal penalties, which may include arrest. Exception: In your "primary residence," you may legally possess up to 10 ounces of marijuana. Landlords have the right to restrict the smoking of marijuana in properties they own.

No person under the age of 21 may possess marijuana in public or private in Massachusetts. The penalties range from civil fines and/or criminal penalties, which may include arrest. Persons 18 years and younger face civil fines and mandatory drug education classes. There is an exception for valid medical marijuana registration cardholders.

Selling Marijuana. It remains illegal for any person to sell marijuana without a valid license from the Massachusetts Department of Public Health or the Cannabis Control Commission. Selling any amount of marijuana or possessing marijuana with the intent to distribute it are criminal offenses that may result in fines and jail time.

Giving Away Marijuana - "Gifting." A person 21 years or older may "gift" another person 21 years or older up to one ounce or less of marijuana. Gifting more than one ounce is a criminal offense. Gifting persons under 21 years is also a criminal offense.

Cultivation of Marijuana Plants. Massachusetts law allows for a person 21 years or older to cultivate up to 6 marijuana plants in their "primary residence," with a maximum of 12 plants in a home where more than one person 21 years or older resides. Landlords have the right to forbid the cultivation of marijuana in properties they own.

Manufacture of Marijuana Concentrate is Illegal. The manufacture of marijuana concentrate is illegal and can result in the forfeiture of property or in criminal penalties if manufactured for sale or intended sale.

Local city or town laws may prohibit the possession or consumption of marijuana. Cities and towns may regulate or prohibit the possession or consumption in public buildings and may prohibit the smoking of marijuana in public places or where smoking tobacco is prohibited.

Description of Health Risks

Serious health and personal risks are associated with the use of illegal drugs and abuse of alcohol. They may include temporary or permanent physical or mental impairment, injury, or death. Use and abuse of such substances may also give rise to conduct that causes injury, death, or damage to the user/abuser or to the person or property of others, resulting in criminal or civil prosecution and liability. Use and abuse of such substances may also lead to unsafe and/ or nonconsensual sex and unwanted pregnancy and may cause defects, injury, or death in unborn children. Consequences also include temporary or permanent loss of educational or employment opportunities.

For additional information on the health risks associated with alcohol and drug abuse, please contact our Health Services department at (617) 236-8860. Additional resources are available for all members of the Fisher College community.

Drugs and the Body

Narcotics (Heroin):

- Initial euphoria followed by drowsiness and nausea
- Constricted pupils, watery eyes, dazed look
- Overdose may produce slow, shallow breathing, clammy skin, loss of appetite and weight, and possible death

Depressants (Barbiturates, Tranquilizers):

- Relaxed muscles, calmness, drowsiness
- Confusion, disorientation, slurred speech
- Overdose may produce shallow breathing, clammy skin, weak and rapid pulse, coma, and possible death

Stimulants (Cocaine, Methamphetamine):

- Increased heart and respiratory rate, elevated blood pressure, decreased appetite
- Blurred vision, dizziness, insomnia, anxiety
- High doses can cause physical collapse, irregular heartbeat, stroke, and possible death

Hallucinogens (LSD, PCP, Mushrooms):

- Illusions and hallucinations
- Confusion, panic, anxiety, depression, and poor perception of time and distance
- Respiratory failure, death due to careless behavior

Cannabis (Marijuana, Hashish):

- Increased heart rate, bloodshot eyes, dry mouth and throat, and increased appetite
- Interferes with memory, speech, coordination, and perception of time
- Increases the risk of lung cancer, weakened immune system, and affects the reproductive system

Alcohol and the Body

- Impairment of brain function, judgment, alertness, coordination, and reflexes
- Attitude and/or behavioral changes, such as uncharacteristic hostility or increased risk-taking, such as driving recklessly
- Alcohol taken with other drugs can intensify the effects of the drug, alter the desired effect of the drug, cause nausea, sweating, severe headaches, and convulsions
- Addiction or chemical dependency
- Memory blackouts
- Uncharacteristic family, school, work, or legal problems
- Health problems such as cirrhosis of the liver
- If used during pregnancy, birth defects and mental retardation in users' unborn children may occur

Drug-Free Schools and Communities Act

In compliance with the Drug-Free Schools and Communities Act, Fisher College publishes information regarding the College's prevention programs related to drug and alcohol abuse prevention, which include standards of conduct that prohibit the unlawful possession, use, and distribution of alcohol and illegal drugs on campus and at institution-associated activities; sanctions for violations of federal, state, and local laws and College policy; a description of health risks associated with alcohol and other drug use and abuse; and a description of available counseling, treatment, rehabilitation and/or re-entry programs for Fisher College students and employees. A complete description of these topics is available online, as provided in the College's annual notification to students and employees and is available [online](#).

Drug and Alcohol Counseling, Treatment, or Rehabilitation Programs

Ongoing health education programs are offered at the college, which may include programs within the residence halls, speakers, and informative programs on the health risks involved with alcohol and substance abuse. Such programs that may be held throughout the academic year may include, but are not limited to, the following:

- Annual presentation by Fisher College Student Conduct Coordinator, discussing Fisher College policies regarding drugs, alcohol, treatment options, and sanctions.
- Annual presentation by the Fisher College Police Department, with a discussion on safety in the city, underage drinking, and consequences.
- Orientation sessions include Fisher College Counseling Services discussion on options for on- and off-site treatment for substance abuse.
- Judicial Educator: Alcohol 101: Choosing a Direction
- Programming sponsored by the Criminal Justice Club includes Safe Spring Break, overdose awareness, a beer goggles obstacle course, and BAC Indicators.
- A Mandatory Overnight Guest virtual workshop for all residential students will discuss guest policies, safety in the city, and alcohol and drugs.

Additionally, students are encouraged to voluntarily avail themselves of treatment for a substance use disorder. Both Health Services and Counseling Services maintain written materials on drug and alcohol addiction and abuse.

Counseling services are available to help students with substance and alcohol abuse and to assist with referrals to outside agencies and programs. Appointments can be made by calling the Counseling Services located in 1 Arlington St at (617) 236-8894. Counseling services maintain strict confidentiality of records, and the counseling relationship is not shared with anyone inside or outside the College unless a written release to do so is provided by the student, or the life of the student or another person

is in imminent danger. In the event that entrance into a counseling, treatment, or rehabilitation program is required as a disciplinary measure, a written release to the Vice President of Student Affairs will be required to indicate entrance into the program and to confirm satisfactory completion of the program.

Drug and Alcohol Treatment Centers

The following is a list of a few of the treatment centers nearest to our campuses.

Fisher College Health Services, Boston campus

104 Beacon St (off the Mall)
Boston, MA 02116
(617) 236-8860

Fisher College, Counseling Services, Boston campus

1 Arlington St
Boston, MA 02116
(617) 236-8894

Boston Alcohol and Substance Abuse Programs Inc. (ASAP)

25 Kingston Street, 3rd floor
Boston, MA 02111
(617) 482-5292

Website: <https://americanrehabs.com/treatment-centers/boston-asap-counseling/>

The West End Clinic (WEC)

55 Fruit Street
Cox Building, Suite 110
Boston, MA 02114
(617) 724-2480

Website: <https://www.massgeneral.org/psychiatry/treatments-and-services/west-end-clinic>

Fisher College Employee Drug and Alcohol Policies

Fisher College promotes a drug-free, safe, and pleasant working environment. To promote this goal, employees are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory manner.

Being under the influence of an illegal drug or alcohol on the job will not be tolerated. While on Fisher College premises and while conducting business-related activities off College premises, no employee may use, possess, distribute, sell, attempt to do any of the foregoing or be under the influence of alcohol or illegal drugs. The legal use of prescribed drugs as directed is permitted at the College only if it does not impair an employee's ability to perform the essential functions of the job effectively, safely and in a manner that does not endanger other individuals in the workplace or on College grounds. We have established the following guidelines with regard to the use, possession or sale of alcohol or illegal drugs:

- The possession, use, distribution, sale or attempted sale, purchase or attempted purchase, or transfer of, or being under the influence of, alcohol or illegal drugs, and abuse or misuse of prescription or illicit drugs is strictly prohibited while on College premises (including the parking areas) or while performing College business.
- Employees will not be permitted to work while under the influence of illegal drugs or alcohol.
- Off-the-job illegal drug use, which could adversely affect an employee's job performance or which could jeopardize the safety of other employees, the public, or the College's facilities, or

where such usage could jeopardize the security of the College's finances or business records, or where such usage adversely affects members' or the public's trust in the ability of the College to carry out its responsibilities, will not be tolerated. Employees who are involved in or suspected of involvement in such off-the-job drug activity will be considered in violation of this policy and subject to termination.

- Employees undergoing prescribed medical treatment with a controlled substance that may affect the safe performance of their duties are required to report this treatment to their supervisor through their personal physician. A determination will then be made as to whether the employee should be able to perform the essential functions of the job safely and properly.
- You are required to report arrests or convictions for drug violations to Fisher College.

Supervisors should immediately report any action by an employee who demonstrates an unusual pattern of behavior to Human Resources. Employees believed to be under the influence of drugs, narcotics, or alcohol will be required to leave the premises. Human Resources will arrange for safe transit.

Any employee reporting for duty on Fisher College grounds and facilities in an intoxicated, impaired, or drugged state or who, in the reasonable judgment of a management member, appears to be in an intoxicated, impaired, or drugged state shall be subject to immediate suspension without pay and/or discharge after investigation of the incident by Fisher College management.

Any employee found possessing any alcohol or illegally possessing, using, or distributing any drugs or substances controlled under the Controlled Substances Act of 1970 on Fisher College grounds and facilities shall be subject to immediate suspension without pay and/or discharge after investigation by Fisher College management.

Any employee arrested on charges relating to the possession, sale, or use of drugs or controlled substances shall be immediately placed on a leave of absence without pay until such time as innocence or guilt is established.

Any employee who pleads guilty or is convicted of illegal possession, use, sale, or distribution of drugs or controlled substances shall be discharged. Although in the Commonwealth of Massachusetts, the legal drinking age is 21, at Fisher College, no student or employee, regardless of age, may possess, consume, or transport alcohol onto the Fisher College campus. At certain times, the College may hold an event, and alcohol may be served to those of legal drinking age. If you would like to request to serve alcoholic beverages at a meeting or event, you must submit a request (Request to Serve Alcohol Form is available in the Human Resource Department) to serve alcoholic beverages form to the Dean of Students Office at least four weeks before the event for approval.

Any violation of this policy may lead to disciplinary action up to and including termination of employment.

Firearms and Other Weapons

The possession of weapons of any kind, including replicas, is strictly prohibited on campus. This includes, but is not limited to, firearms, all chemical sprays, knives, and martial arts weapons (for example, nunchaku). The College will impose disciplinary sanctions on students and employees who violate College regulations and standards of conduct regarding weapons. Violations of weapons laws are reported under federal and state law.

Carrying an illegal weapon is a felony punishable by up to five years in state prison. Students or employees who violate public law are subject to criminal prosecution and College sanctions. A

conviction for unlawfully carrying a firearm without a license in Massachusetts mandates a one-year jail sentence.

Even if one has a valid firearm license, carrying a firearm on a college or university campus in Massachusetts is a crime (with the exception of full-time police officers).

Missing Students Notification Policy and Procedure

Fisher College takes the safety and well-being of its students very seriously. On campus students may confidentially identify an individual to be notified within 24 hours following an official determination that the student is missing for 24 hours. Students are advised that their contact information will be registered confidentially and this information will be accessible only to authorized campus officials, and it may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation. The Office of Housing and Residential Life collects this information during the on-campus move-in process and students may update or change missing person contact information at any time by contacting the Office of Housing and Residential Life. In addition, all students may provide the College with confidential contact information that may be used to reach the student in the event of an emergency.

Students are advised that in the event a student under 18 years of age and not emancipated, Fisher College must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student. Students are advised that, for all missing students, Fisher College will notify the local law enforcement agency within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing. All members of the Fisher College community are required to notify the Fisher College Police Department (8880 from a campus phone or (617) 236-8880 from off campus and cell phones) immediately when they believe a student is missing for 24 hours. The College, acting through its various departments, offices, and employees, shall notify the Fisher College Police Department immediately in all cases of missing persons reported to any employee of the College. In all cases, the Fisher College Police Department will notify the Vice President of Student Affairs directly of any missing student report.

Missing Students Procedures

The Fisher College Police Department will investigate the circumstances of the student's absence. Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, the Fisher College Police Department will notify Boston Police (or the local law enforcement within that jurisdiction) that the student is missing within 24 hours. The missing student's designated missing person contact will also be notified within 24 hours of determining they have been missing for 24 hours, if one has been designated. If the missing student is under the age of 18 and is not an emancipated minor, the College will notify the student's custodial parent or legal guardian, in addition to any additional contact person designated by the student, within 24 hours of the determination that the student is missing.

Crime Statistics

Reportable Crimes

The following crimes are reported as part of this report. The following definitions are from the federal Uniform Crime Reporting ("UCR") Handbook and are used to report these statistics.

- **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 results 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, safe-cracking, 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 in 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.
- **Weapons Law Violations:** The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as the manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.
- **Drug Abuse 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); and dangerous non-narcotic drugs (barbiturates, Benzedrine).
- **Liquor Law Violations:** The violation of laws or ordinances prohibiting the manufacture, sale, transporting, furnishing, or possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned acts. (Driving under the influence is NOT included in the statistics.)
- **Hate Crimes:** are criminal offenses that manifest evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Although there are many possible categories of bias, under the Clery Act, only the following eight categories are reported: Race, Religion, Sexual Orientation, Gender, Gender Identity, Ethnicity, National Origin and Disability. For *Clery Act* purposes, Hate Crimes include any of the following offenses that are motivated by bias.
 - Murder and Non-negligent Manslaughter
 - Sexual Assault
 - Robbery
 - Aggravated Assault
 - Burglary
 - Motor Vehicle Theft
 - Arson
 - Larceny-Theft: is the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.
 - Simple Assault: is an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

- **Intimidation:** is to unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- **Destruction/Damage/Vandalism of Property:** is to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.
- **Violence Against Women Act Offenses:** The Clery Act has three defined VAWA offenses for which crime statistics must be collected: dating violence, domestic violence, and stalking. *Extensive information regarding these crimes can be found beginning on page 35 of this report.*
- **Sex Offenses:** The Clery Act has four defined sex offenses for which crime statistics must be collected: rape, fondling, incest and statutory rape. *Extensive information regarding these crimes can be found beginning on the following page.*
 - **Rape:** is 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. This offense includes the rape of both males and females.
 - **Fondling** is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
 - **Incest** is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - **Statutory Rape:** is sexual intercourse with a person who is under the statutory age of consent.

Statistics for Referred Violations

The Clery Act includes statistics for weapons, drug, and liquor law violations as described above that are referred for disciplinary action. Clery defines "referred for disciplinary action" as the referral of any person to any official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction. The Office of Student Conduct manages all referrals. Most often, these are reports from Student Affairs staff (e.g., Resident Advisors).

Location definitions from the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act:

- **On-Campus:** (1) Any building or property that is owned or controlled by an institution within the same reasonably contiguous geographic area and is 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 (examples include food or retail vendor).
- **Non-Campus Building or Property:** (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:** All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

Reported crime statistics do not include crimes occurring in privately owned homes or businesses adjacent to Fisher College.

Violence Against Women Act

Fisher College prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the college community. Toward that end, Fisher College issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault, and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a Fisher College official.

Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows:

- **Domestic Violence:**
 - i. A Felony or misdemeanor crime of violence committed—
 - A) By a current or former spouse or intimate partner of the victim;
 - B) By a person with whom the victim shares a child in common;
 - C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - D) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred or
 - E) By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
 - ii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
- **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
 - i. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
 - ii. For the purposes of this definition—
 - A) Dating Violence includes but is not limited to, sexual or physical abuse or the threat of such abuse.
 - B) Dating violence does not include acts covered under the definition of domestic violence.
 - iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

- **Sexual Assault** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”
 - **Rape** is defined as 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.
 - **Fondling** is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
 - **Incest** is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - **Statutory Rape** is defined as sexual intercourse with a person who is under the statutory age of consent.
- **Stalking:**
 - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
 - Fear for the person’s safety or the safety of others; or
 - Suffer substantial emotional distress.
 - For the purposes of this definition—
 - *Course of conduct* means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or 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.
 - *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.
 - *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
 - For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

The Commonwealth of Massachusetts does not have crimes defined as “dating violence” or “domestic violence” but Massachusetts General Laws, Chapter 209A § 1 prohibits the crime of “abuse.”

- **Abuse** is defined as “the occurrence of one or more of the following acts between family or household members: (a) attempting to cause or causing physical harm; (b) placing another in fear of imminent serious physical harm; (c) causing another to engage involuntarily in sexual relations by force, threat or duress.”
 - Family or household members are defined as “persons who: (a) are or were married to one another; (b) are or were residing together in the same household; (c) are or were related by blood or marriage; (d) having a child in common regardless of whether they

have ever married or lived together; or (e) are or have been in a substantive dating or engagement relationship, which shall be adjudged by district, probate or Boston municipal courts consideration of the following factors: (1) the length of time of the relationship; (2) the type of relationship; (3) the frequency of interaction between the parties; and (4) if the relationship has been terminated by either person, the length of time elapsed since the termination of the relationship.

- The broader MGL 209A, S1 is inclusive of all types of domestic violence including family, household members, and intimate partners. However, if charging "Domestic Assault and Battery", C265 s 13M, it only applies to those persons who meet the "intimate partner" definition. All other domestic violence situations would be charged with a simple A&B, A&B DW, or whatever is appropriate given the circumstance. (Reference: <https://www.mass.gov/info-details/massachusetts-law-about-domestic-violence-209a>)
- **Sexual Assault** - There is no crime called "sexual assault" in Massachusetts; however, there are related crimes of "indecent assault and battery," "rape," and "assault with intent to commit rape."
- **Indecent Assault and Battery** is a crime under G.L. c. 265:
 - § 13B (Indecent assault and battery on a child under the age of fourteen);
 - § 13B1/2 (Commission of indecent assault and battery on a child under the age of fourteen during commission of certain other offenses or by mandated reporters);
 - § 13B3/4 Commission of indecent assault and battery on a child under the age of fourteen by certain previously convicted offenders);
 - § 13F (Indecent assault and battery on a person with an intellectual disability); and 13 H (Indecent assault and battery on a person fourteen or older).
 - The term "indecent assault and battery" is not defined by statute.
- **Rape** is a crime under G.L. c. 265:
 - § 22 (Rape, generally: "Whoever has sexual intercourse or unnatural sexual intercourse with a person and compels such person to submit by force and against his will, or compels such person to submit by threat of bodily injury...");
 - § 22A (Rape of a child: "Whoever has sexual intercourse or unnatural sexual intercourse with a child under 16, and compels such child to submit by force and against his will or compels such child to submit by threat of bodily injury...");
 - § 22B (Rape of a child during commission of certain offenses or by use of force: "Whoever has sexual intercourse or unnatural sexual intercourse with a child under 16, and compels such child to submit by force and against his will or compels such child to submit by threat of bodily injury and...");
 - § 22C (Rape of a child through use of force by certain previously convicted offenders: "Whoever has sexual intercourse or unnatural sexual intercourse with a child under 16, and compels such child to submit by force and against his will or compels such child to submit by threat of bodily injury, and has been previously convicted of or adjudicated delinquent or as a youthful offender for...");
 - § 23 (Rape and abuse of child: "Whoever unlawfully has sexual intercourse or unnatural sexual intercourse, and abuses a child under 16 years of age...");
 - § 23A (Rape and abuse of child aggravated by age difference between defendant and victim or when committed by mandated reporters: "Whoever unlawfully has sexual intercourse or unnatural sexual intercourse, and abuses a child under 16 years of age and..."); and
 - § 23B (Rape and abuse of a child by certain previously convicted offenders: "Whoever unlawfully has sexual intercourse or unnatural sexual intercourse, and abuses a child under 16 years of age and has been previously convicted of or adjudicated delinquent or as a youthful offender for...").

Assault with intent to commit rape is a crime under G.L. c. 265, § 24. "Assault with intent to commit rape" is not defined by statute.

- **Stalking** is a crime under Massachusetts General Laws, Chapter 265 § 43(A). Stalking is defined as: "Whoever (1) willfully and maliciously engages in a knowing pattern of conduct or series of acts over a period of time directed at a specific person which seriously alarms or annoys that person and would cause a reasonable person to suffer substantial emotional distress, and (2) makes a threat with the intent to place the person in imminent fear of death or bodily injury, shall be guilty of the crime of stalking and shall be punished by imprisonment in the state prison for not more than 5 years or by a fine of not more than \$1,000, or imprisonment in the house of correction for not more than 2 1/2 years or by both such fine and imprisonment. The conduct, acts or threats described in this subsection shall include, but not be limited to, conduct, acts or threats conducted by mail or by use of a telephonic or telecommunication device or electronic communication device including, but not limited to, any device that transfers signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo-electronic or photo-optical system, including, but not limited to, electronic mail, internet communications, instant messages or facsimile communications.
 - For the purposes of obtaining a harassment prevention order under Massachusetts General Laws, Chapter 258E, harassment is defined as (i) 3 or more acts of willful and malicious conduct aimed at a specific person committed with the intent to cause fear, intimidation, abuse or damage to property and that does in fact cause fear, intimidation, abuse or damage to property; or (ii) an act that: (A) by force, threat or duress causes another to involuntarily engage in sexual relations; or (B) constitutes a violation of section 13B, 13F, 13H, 22, 22A, 23, 24, 24B, 26C, 43 or 43A of chapter 265 or section 3 of chapter 272.
- **Consent** is a voluntary affirmative agreement to engage in sexual activity proposed by another and requires mutually understandable and communicated words and/or actions demonstrating agreement by both parties to participate in all sexual activities. Appropriate sexual behavior requires consent from all involved parties. Consent must be freely informed without physical force, threats, intimidation behavior, duress, or coercion. Silence, a lack of resistance, previous sexual relationships or experiences, and/or a current relationship may not, in themselves, be taken to imply consent. The initiator, or the person who wants to engage in the specific sexual activity, must obtain consent from the partner(s) for each sexual act; both parties may be initiators at different points of sexual activity; a person's initiation of a sexual act constitutes consent to that act; but not necessarily to subsequent acts. Consent to sexual activity may be withdrawn at any time, as long as the withdrawal is communicated in mutually understandable words and/ or actions; sexual activity must cease immediately. Note: Intoxicated persons do not have the ability to give consent.

Fisher College Definition of Consent is the mutual agreement between individuals, clearly through the use of words or actions, to participate in a sexual activity no matter how slight the interaction may be. Consent cannot be given by minors, a mentally disabled individual, an individual under the influence of any substance (alcohol/drugs/or any other disabling substance), intoxicated, incapacitated, or by an individual who is unconscious. In addition, Fisher College will not accept the consent of an individual if that individual gave consent as the result of coercion, verbal/physical threats, or by the threat of force or future harm. This definition is used for all policies, procedures, and handbook references to the term "Consent."

Campus Sex Crimes Prevention Act

The Federal Campus Sex Crimes Prevention Act requires colleges and universities to issue a statement advising the campus community where state law enforcement agency 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 at which the offender is

employed, carries on a vocation, or is a student. The Fisher College community may access information regarding sexual offenders by contacting the Boston Police Department or by contacting the Massachusetts Executive Office of Public Safety. The sexual offender webpage can be accessed [here](#).

Sexual Assault

Sexual assault is a crime punishable by both civil and criminal legal action. Sexual assault is also a violation of the Fisher College Title IX Policy, which is incorporated into the Fisher College Student Code of Conduct. These policies can be found [here](#).

The College's Title IX Policy provides for a formal hearing process administered by the Title IX Coordinator's Office, including notice, investigation, cross-examination, and the right to appeal. The student conduct process is administered through the Dean of Students Office. Fisher College also encourages victims to prosecute alleged perpetrators to the fullest extent of the law. The College offers several options to assist victims of sexual offenses. These options are set forth below.

Victims of sexual assault tend to feel a variety of conflicting emotions: rage, fear, depression, relief to have survived, numbness, and exhaustion, to name just a few. Two vital points to remember are that the assault was not your fault and there is help available.

Fisher College's Fisher College Police Department trains every police officer to protect the rights of victims and witnesses of crimes. Referral information is accessible at all times regarding area services available for general counseling, medical attention, emergency housing or financial assistance. Responsiveness to the needs of crime victims is a priority for the Fisher College Police Department.

Sexual Assault Education and Prevention

Fisher College students receive information about the prevention of sexual assaults, date rape and acquaintance rape through various programs including information about prevention at Student Orientation. Information is also available through the Fisher College Police Department and Fisher College Health Services. The College also brings in outside organizations such as the [Boston Area Rape Crisis Center](#) to provide interactive educational programs.

If You Are Sexually Assaulted:

- Go to a safe location.
 - Contact the local police for immediate assistance and information.
 - On the Boston Campus, the Fisher Police Department can be contacted for assistance at (617) 236-8880, or Boston Police can be called directly at 911.
- Go to the closest hospital Emergency Room. A qualified physician or nurse will examine you for injuries and collect physical evidence that could be used in criminal proceedings if you decide to prosecute. Sexual Assault Nurse Examiner (SANE) nurses have been trained and are certified to aid victims of sexual assaults.
- The preservation of evidence is important for the proof of a criminal offense. If possible, do not change your clothes, shower, or eat or drink between the rape and the trip to the emergency room. Bring a change of clothes with you because the police will need the clothes you were wearing for evidence.
- The physical exam is provided at no cost to you.

- Having a physical exam does not mean that law enforcement must be notified or the offender prosecuted. You have 6 months after the collection of evidence to decide to report the assault to the police.
- Even if you do not wish to prosecute, it is important that you have a physical exam after the attack. Besides bruises or other physical injuries, the perpetrator might have passed on a sexually transmitted disease that requires treatment.
- You may seek counseling from the Fisher College Counseling office. They can be reached at (617) 236-8894.
- You may also seek free counseling and legal services from the Boston Area Rape Crisis Center. They can be reached at (800) 841-8371 or at www.barcc.org.
- Prevention training is also required in conformity with Chapter 6 of the Massachusetts General laws (Chapters 168D & 168E), see also <https://malegislature.gov/Laws/SessionLaws/Acts/2020/Chapter337>

Title IX

Fisher College is committed to fostering a community that is free from sexual harassment in order to create a successful learning and working environment for all of its members. Sexual harassment, in any form, is a violation of an individual's dignity, integrity, and rights. In order to create an environment that promotes respect for all members of its community, Fisher College expects all members of the College community to take action to prevent acts of sexual harassment.

Title IX of the U.S. Education Amendments of 1972 ("Title IX") is a federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities. Fisher College does not discriminate on the basis of sex in the education programs or activities that it operates, including admissions and employment.

Under Title IX, discrimination on the basis of sex can also include sexual harassment, which is defined as conduct on the basis of sex that satisfies one or more of the following:

- 1 An employee of the College conditioning the provision of education benefits on participation in unwelcome sexual conduct (i.e., quid pro quo); or
- 2 Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the institution's education program or activity; or
- 3 Sexual assault (as defined in the Clery Act), dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA).

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could reasonably constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the 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) using the telephone number, electronic mail address, or by mail to the office address listed for the Title IX Coordinator. The following person has been designated to handle inquiries regarding the non-discrimination policies and/or laws: Silvia Pinto, Director of Human Resources; titleIX@fisher.edu. The dedicated Fisher College Title IX Hotline is 617-236-5409. This line is checked daily.

Fisher College's Title IX Policy provides information on Fisher's grievance procedures and grievance process, including how to report or file a complaint of sex discrimination, how to report or file a formal

complaint of sexual harassment, and how Fisher will respond. These procedures may be found at (<https://www.fisher.edu/learn-more/title-ix>).

Inquiries about the application of Title IX may be referred to Fisher’s Title IX Coordinator, to the Assistant Secretary of the Department of Education, or both. The Assistant Secretary’s contact information is U.S. Department of Education, Office of Postsecondary Education, 400 Maryland Avenue, S.W., Washington, DC 20202, Main Telephone: (202) 453-6914.

Fisher College’s Title IX Policy is also available in the Student Code of Conduct, which can be found [here](#).

In addition, the College’s Title IX office offers training to individuals, departments, and the College-wide on the institution’s Title IX and VAWA responsibilities to address sex and gender-based harassment, including sexual harassment, sexual violence, relationship violence, stalking, the prohibition on retaliation, and the College’s Sexual Misconduct Policy. In addition, for 2024, training was provided to faculty, staff, and the athletics department, including students, coaches, and staff. The Title IX Coordinator also receives annual training and recertification related to Title IX and Clery.

Reporting Sexual Misconduct, Domestic/Dating Violence, and Stalking

Fisher College has adopted policies and procedures designed to prevent and respond to incidents of sexual misconduct, sexual assault, domestic violence, dating violence, and stalking. These policies and procedures apply to all members of the Fisher community (students, faculty, and staff) as well as contractors and visitors. They may be found at <https://www.fisher.edu/learn-more/title-ix>.

The College will carefully review and/or investigate all reports of sexual misconduct and provide for fair and impartial evaluation and resolution based on the circumstances of an allegation. Employees who are found responsible for having committed sexual misconduct may face disciplinary actions that include mandatory training, unpaid suspension, or termination of employment. Students who are found responsible for having committed such a violation may face disciplinary probation, be suspended from participation in any College affiliated event or any College-sponsored activity, suspension from College housing, dismissal from College housing, suspension from the College, or dismissal from the College.

This policy provides College community members, including students, faculty, and staff, with standards, definitions, and key concepts, and descriptions of prohibited conduct. It is intended to protect and guide students, faculty, and staff who have been affected by sexual misconduct.

Fisher College understands that incidents of sexual misconduct, domestic/dating violence, and stalking are sensitive in nature and can be emotional for all parties involved and will be handled with the utmost care and sensitivity. While we encourage students who are victims of sexual misconduct, domestic/dating violence, and stalking to file a complaint and seek immediate medical treatment, it is at the sole decision of the victim if and when they choose to do so. The preservation of evidence is important for the proof of a criminal offense and/or may be helpful in obtaining a protection order. Fisher staff members are available 24/7 for victims who wish to have immediate support.

Sexual Misconduct Policy

- I. Fisher College Values, Purpose of Policy, & Statement on Nondiscrimination
- A. Statement of Institutional Values

Fisher College (the "College") is committed to establishing and maintaining an educational and employment environment that is free from sexual misconduct. Sexual misconduct, as defined below, is a violation of a person's rights, dignity, and integrity, and is contrary to the mission and values of the College. Acts of sexual misconduct are strictly prohibited and will not be tolerated.

The College takes all allegations of sexual misconduct seriously and is committed to providing information, education, resources, support, interim measures, and direction to the College community to prevent and address sexual misconduct. In response to any report or complaint that a member of the College community has engaged in sexual misconduct, the College will take all appropriate steps to eliminate the misconduct, prevent its recurrence, and address its effects. To achieve equitable results, the College will carefully review and/or investigate all reports and complaints of sexual misconduct with an earnest intent to understand the perspective and experiences of each individual involved, and to provide for fair and impartial evaluation and resolution.

B. Purpose & Scope of Policy

The purpose of this policy is to provide the College community with a clear set of behavioral standards, definitions, and descriptions of sexual misconduct. The policy is intended to protect and guide College community members who have been affected by sexual misconduct, whether as a Reporting Party, a Responding Party, or a third party.

When used in this policy, "Reporting Party" refers to those persons who have reported to the College that they have been the subject of prohibited conduct. "Responding Party" refers to those persons who have been accused of engaging in prohibited conduct. "Third party" refers to any other person with information concerning a report of prohibited conduct, including any witness to the incident or any individual who makes a report to the College concerning someone else. "Employee" refers generally to all staff and faculty members, unless otherwise specified. A "report" refers to any incident or concern regarding prohibited conduct that is reported to the College. A "complaint" is an allegation of sexual misconduct filed in writing and signed by a Reporting Party against a member of the College community.

This policy applies to all College community members, including students, faculty, and staff. Vendors, visitors, and others who conduct business with the College or on College property are also expected to comply with this policy. All College community members are responsible for their actions and behavior, both on campus and off campus. Members of the College community have a responsibility to adhere to both College policies and all laws (local, state, and federal) of wherever they reside or travel. Therefore, this policy applies both to on-campus and off-campus conduct, including, but not limited to, off-campus conduct that has an actual or potential adverse impact on any member of the College community or the College.

Any individual may make a report alleging a violation of this policy, whether or not he/she/they is affiliated with the College. The College will provide resource options and respond promptly and equitably to all reports of prohibited conduct involving a College community member. The College will engage in an impartial review of the alleged prohibited conduct during which it is committed to maintaining fairness for all parties and balancing the needs and interests of individuals with the safety of the community.

Violations of this policy may result in disciplinary action if the Responding Party is found responsible, by a preponderance of the evidence, for the alleged conduct. Depending on the nature of the violation, disciplinary consequences for violations of this policy may include denial of privileges, written warnings, disciplinary probation, suspension, and expulsion for students, and may include warnings (verbal or written), demotions, suspensions, and termination for employees. In addition, the College community should be aware that the conduct described in this policy may also violate federal or state laws and regulations.

No later than August 20 of each year, the College will email this Sexual Misconduct Policy and Process B to all students and employees.

The College will periodically review this policy.

The College reserves the right to update, amend, or modify this policy at any time.

II. Notice of Nondiscrimination

The College is committed to establishing and maintaining an environment free of all forms of harassment and discrimination for all College community members. The College does not discriminate on the basis of race, color, ethnicity, national origin, sex, sexual orientation, gender identity or expression, disability, age, or any other status protected by state or federal law in its programs or activities.

The College does not discriminate on the basis of sex in its educational, extracurricular or other programs, or in the context of employment. Sexual misconduct, including sexual harassment as defined in this policy, is a form of sex discrimination that unjustly deprives a person of equal treatment. It is prohibited by Title IX of the Educational Amendments of 1971, a federal law that provides that:

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

Discrimination, including sexual harassment, is also prohibited under Title VII of the Civil Rights Act of 1964, Massachusetts General Laws Chapter 151B, and other applicable statutes.

This policy prohibits sexual misconduct committed by any College community member, regardless of gender related status. This policy also prohibits gender-based harassment and violence that may not involve conduct of a sexual nature, including, but not limited to, certain reports of domestic violence, dating violence, or stalking.

For assistance related to civil rights, students may visit the Department of Education, Office for Civil Rights website at <http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm>, which provides information regarding the address and phone number of the OCR office that serves their area, or they may call 1-800-421-3481.

III. Statement on Privacy, Confidential Resources, & Other Resources

A. Privacy & Confidentiality

The College is committed to respecting the privacy of all individuals involved in a report or complaint of prohibited conduct. In any review of a report or complaint of prohibited conduct, every effort will be made to protect the privacy and interests of the individuals involved in a manner that is consistent with the need for a thorough review of the allegation(s). Such a review is essential to protecting the safety of the Reporting Party, the Responding Party, and the broader campus community, and to maintaining an environment free from sex or gender-related discrimination. The College will only share information related to a report/complaint and investigation with those individuals who have a need to know.

In some cases, the Reporting Party may wish to keep his/her/their identity or other aspects of an incident confidential or may request that the College not pursue an investigation. In such cases, the College must balance these requests against the College's responsibility to provide a safe and non-discriminatory environment for all College community members. This responsibility may require that the College disclose certain aspects of the report or complaint to the alleged Responding Party, law enforcement officials, or others with a need to know such information. The College will seek to respect the request of the Reporting Party and, where it cannot do so, it will consult with the Reporting Party and keep her/him/them informed about the chosen course of action.

All individuals involved in a report/complaint or investigation of sexual misconduct are expected to keep any information gained during any process of the investigation, decision, or appeal process confidential. This does not prohibit individuals from discussing information with individuals who need to know in order to provide support and assistance to the individual, or disclosing information to an individual who needs to know in order to participate in an investigation. These restrictions are put into place in order to protect all individuals involved in an investigation and the integrity of the investigation. Individuals found in violation of this may be subject to discipline.

If the College concludes that a report of sexual misconduct represents an immediate threat to the College campus community, the College may issue a timely notice of the conduct to the College

community to protect the health or safety of the broader campus community. This notice will not contain any biographical or other identifying information of the Reporting Party.

Students should be made aware that if an individual involved in an alleged violation of sexual misconduct is enrolled at another institution, the College may be required to notify the other institution of a pending investigation.

All investigative and sanction proceedings, and all related notices or statements issued by the College, will comply with the requirements of the Family Educational Rights and Privacy Act (FERPA), the Clery Act, Title IX, other applicable law, and College policy. No information shall be released from such proceedings by the College, except as required or permitted by law or College policy.

The College views its students as adults. As a result, guardians and/or parents will not be notified when a student is involved in a claim of sexual misconduct. Students are encouraged to speak with their guardian and/or parent when they are involved in a matter of sexual misconduct. Should a guardian or parent wish to speak with the Title IX Coordinator or any other employee regarding a matter of sexual misconduct, a FERPA waiver will need to be fully executed prior to any conversation. Students have the right to execute or withdraw a FERPA waiver at any time. FERPA waivers are found in the Registrar’s Office. Should a student be found responsible for violation of this policy and is separated from the college, prohibited from college housing, suspended, or expelled, guardians and/or parents are generally notified at that time.

B. Confidential Resources

The College encourages victims of sexual misconduct to talk with a trained counselor about the incident. If a member of the College community wishes to obtain **confidential assistance**, regardless of whether the individual wishes to make a report or complaint of sexual misconduct, he/she/they may use the following on and off campus **Confidential Resources (the “Confidential Resource Provider(s)”)**:

On-Campus Resources

Dr. Robert Maron
Director of Counseling Services

Contact Information

(617) 236-8859
rmaron@fisher.edu

Off-Campus Resources

Boston Area Rape Crisis Center

Contact Information

(800) 841-8371

The organizations identified above are available to offer support services and are able, if requested, to maintain the confidentiality of the victim’s identity. If confidentiality is a concern, the Reporting Party should clarify the extent to which information should be kept confidential before disclosing information about the incident.

C. The Confidential Resource Provider

The Confidential Resource Provider(s) may hold another position at the College but cannot be a student, the Title IX Coordinator, or a College employee who is required by Title IX to report to the Title IX Coordinator. The Confidential Resource Provider(s) will be trained in the awareness and prevention of sexual misconduct and in trauma-informed response to a report of sexual misconduct. The Confidential Resource Provider(s) shall not provide services to adverse parties in an incident of sexual misconduct.

Any member of the College community seeking confidential assistance regarding sexual misconduct may contact the Confidential Resource Provider(s). The Confidential Resource Provider(s) shall inform the individual seeking assistance of their rights and the College’s responsibilities. The Confidential

Resource Provider(s) may attend administrative or College-based adjudication proceedings as an advisor/support person for the individual seeking assistance from the Confidential Resource Provider(s). The privileges available under M.G.L. c. 233 shall apply to all information received by the Confidential Resource Provider(s). Unless otherwise required by state or federal law, the Confidential Service Provider(s) shall not disclose confidential information without the prior written consent of the individual who shared the information. The Confidential Service Provider(s) shall not provide information to any College official or any law enforcement officer or agency unless the individual who shared the information provides written consent. Confidential communications made to the Confidential Service Provider(s) shall not be subject to discovery and shall be inadmissible in a civil or criminal proceeding unless the individual who made the confidential communication provides written consent. If given written consent by the individual seeking assistance, the Confidential Service Provider(s) may testify in a civil or criminal proceeding and may be subject to cross-examination

Upon request of the individual seeking assistance, the Confidential Resource Provider(s) shall provide information on: (a) reporting options and the effects of each option; (b) counseling services available both on and off campus; (c) medical and health services available both on and off campus; (d) available College-based supportive measures; (e) the College's disciplinary process; and (f) the legal process carried out through local law enforcement.

In assisting any member of the College community regarding sexual misconduct, the Confidential Resource Provider(s) shall coordinate with any on-campus or off-campus sexual assault crisis service centers or domestic violence programs. If directed by the individual seeking assistance, the Confidential Resource Provider(s) shall assist the individual in contacting or reporting to campus or local law enforcement agencies. If requested by the individual seeking assistance, the Confidential Resource Provider(s), using only the individual's identifying information, shall coordinate with the appropriate College personnel to arrange possible interim supportive measures to allow the individual to change academic, living, transportation, or work arrangements in response to the alleged sexual misconduct.

Notice to the Confidential Resource Provider(s) of an alleged act of sexual misconduct shall not be considered actual or constructive notice to the College of the alleged act; moreover, the Confidential Resource Provider(s) performance of services shall not be considered actual or constructive notice to the College of an alleged act of sexual misconduct.

D. Other Campus Resources

In addition to the Confidential Resources listed above, all College community members have access to a variety of resources provided by the College that can provide crisis intervention services, counseling, and academic support. All of the staff listed below are trained to support individuals affected by sexual misconduct and to coordinate with the Title IX Coordinator consistent with the College's commitment to a safe and healthy educational environment. While not bound by confidentiality, these resources will nevertheless maintain the privacy of an individual's information within the limited circle of those involved in the investigation and resolution process.

<u>Resource</u>	<u>Contact Information</u>
Chief of Police:	Sherry Belanger, sbelanger@fisher.edu
Vice President of Student Affairs:	Brian Perrin, bperrin@fisher.edu
Director of Human Resources	Silvia Pinto, spinto@fisher.edu
Section 504 Coordinator:	Ferna F. Phillips, OSAS@fisher.edu

E. Administrative Resources

Various administrative agencies can provide resources and legal assistance for victims of sexual misconduct. Some agencies in the local Boston-area community include:

Massachusetts Commission Against Discrimination (MCAD)
John McCormack Building
One Ashburton Place
Sixth floor, Room 601
Boston, MA 02108
(617) 994-6000

The MCAD prohibits sexual discrimination, including sexual harassment and gender related status harassment, in the workplace. The statute of limitations for filing a complaint is 300 days from the last date of discrimination.

Equal Employment Opportunity Commission (EEOC)
JFK Federal Building
475 Government Center
Boston, MA 02203
(800) 669-4000

The EEOC prohibits discrimination, including sexual harassment, in the workplace. The statute of limitations for filing a complaint is 300 days from the last date of discrimination.

U.S. Department of Education, Office for Civil Rights (OCR)
5 Post Office Square, 8th floor
Boston, MA 02109
(617) 289-0111

While OCR complaints should generally be filed within 180 days of the last date of the alleged discrimination, OCR may extend this filing deadline in a variety of circumstances.

IV. Prohibited Conduct & Definitions

The College prohibits all forms of sexual misconduct and gender-based harassment. Sexual misconduct is a broad term that includes but is not limited to, sexual assault, sexual harassment, sexual violence, sexual exploitation, stalking, cyber-stalking, relationship violence, bullying or cyber-bullying relating to one's sex or gender identity, and aiding or facilitating the commission of any such prohibited conduct. Gender-based harassment is also a broad term and includes acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex, gender identity, gender expression, or sex-stereotyping, even if those acts do not involve conduct of a sexual nature, and regardless of whether the gender-based harassment rises to the level of violating the law, and aiding or facilitating the commission of any such prohibited conduct.

College policy also prohibits retaliation relating to the reporting of any sexual misconduct or gender-based harassment.

A. Definition of Sexual Harassment

Sexual harassment is a form of unlawful sex discrimination and consists of three basic types:

Unwelcome Advances: Any unwelcome and objectively inappropriate requests or advances upon another person to engage in sexual actions.

Intimidating, Hostile, or Demeaning Environment: Any unwelcome action or verbal expression, or a series of actions or expressions, that have either the intent, or are reasonably perceived as having the effect, of creating an intimidating, hostile, or demeaning educational or employment environment for a College student or employee, either by being sexual in nature or by focusing on a person's gender, sexual orientation, gender identity, or gender expression. An intimidating, hostile, or demeaning environment is defined as one that is so severe, pervasive, and objectively offensive that it interferes

with a person's ability to learn, work (if employed by the College), or have access and opportunity to participate in any and all aspects of campus life.

A single or isolated incident of sexual harassment may create a hostile environment if the incident is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to provide a hostile environment, particularly if the harassment is physical.

Quid Pro Quo Harassment: Any action in which submission to conduct of a sexual nature is made either explicitly or implicitly a term or condition of an individual's education, grades, recommendations, or extra-curricular or employment opportunities.

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

B. Definition of Sexual Misconduct

Sexual Misconduct is an incident of sexual violence, dating violence, domestic violence, gender-based violence, violence based on sexual orientation or gender identify or expression, sexual assault, sexual harassment, or stalking.

V. Reporting

A. Emergency/Immediate Reporting Options

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

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

In cases of sexual assault, dating violence, or domestic violence, victims should elect to have a forensic examination done at a local hospital by a specially trained Sexual Assault Nurse Examiner (SANE) nurse. There are SANE nurses on call at the **Beth Israel Hospital (617.667.7000) 330 Brookline Ave, Boston 02215, Boston Medical Center (617.638.8000) One Medical Center Place Boston 02118, and Brigham and Women's Hospital (617.732.5500) 75 Francis St Boston 02115.**

Choosing to obtain a forensic examination does not require the victim to file a police report. Having a forensic examination conducted does help to preserve evidence should the victim choose to file a police report at a later time in circumstances of sexual assault, if victims do not opt for forensic evidence collection, healthcare providers can still treat injuries and take steps to address concerns of sexually transmitted diseases, and/or pregnancy if the victim is a female.

Anonymous Reporting: The decision by a victim not to report a sexual assault or to file an anonymous report with law enforcement may occur for a variety of reasons. Pursuant to MGL c112, § 12A½, regardless of the victim's decision to report the assault to law enforcement, when a victim seeks medical treatment, the hospital is required to report the assault to the law enforcement entity of the jurisdiction using a Provider Sexual Crime Report (PSCR) without reference to the patient's name or address.

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

In addition, Campus Police can be reached at (617) 236-8888.

B. Campus Reporting Options

To enable the College to respond to all reports and complaints in a prompt and equitable manner, the College encourages all individuals to directly report any incident of sexual misconduct to the Title IX Coordinator.

Any member of the College community may make a report of sexual misconduct. Students who wish to make a report of sexual misconduct should do so by contacting the Title IX Coordinator. Students who make a report of sexual misconduct should provide as much information as possible regarding the alleged incident of sexual misconduct. If a student wishes to make a report of sexual misconduct and needs assistance in doing so, he/she/they should contact the Title IX Coordinator. Employees who wish to make a report of sexual misconduct should do so by contacting the Title IX Coordinator. Employees who make a report of sexual misconduct should provide as much information as possible regarding the alleged incident of sexual misconduct. If an employee wishes to make a report of sexual misconduct and needs assistance in doing so, he/she/they should contact the Title IX Coordinator.

Any member of the College community may make a report of sexual misconduct **anonymously** by contacting the Title IX Coordinator, who is required by federal law to provide an **unidentifiable** statistical report regarding sexual misconduct to the Fisher College Police Department. This is in accordance with the Clery Act. The only information that is shared is that an incident of sexual misconduct has taken place, the type of sexual misconduct, and the general location of the incident (i.e., on or off campus). To file a report of sexual misconduct, domestic/dating violence, and stalking, students may contact any of the following departments:

- Title IX Coordinator: Silvia Pinto. Her email is titleix@fisher.edu. A report may also be made at any time to the Title IX Hotline at (617) 236-5409. This number is checked daily.
- Fisher College Police Department: Located in the Mall of Fisher College and can be contacted 24/7 at (617) 236-8880.
- Office of the Dean of Students: This office is located in the Mall of Fisher College, open from 8 a.m. to 4 p.m. Monday through Friday, and can be reached by phone at (617) 670-4423.
- Office of Housing and Residential Life: Located in the Mall of Fisher College, it is open from 8 a.m. to 4 p.m. Monday through Friday and can be reached at (617) 236-8828.

Individuals who make an anonymous report of sexual misconduct should provide as much information as possible regarding the alleged incident of sexual misconduct.

Any member of the College community who believes he/she/they have been the victim of sexual misconduct may make a complaint of sexual misconduct by submitting a signed statement providing as much information as possible regarding the alleged sexual misconduct. Students who wish to make a complaint of sexual misconduct should submit the signed, written complaint to the Title IX Coordinator. If a student who wishes to submit a complaint of sexual misconduct needs assistance in doing so, he/she/they should contact Silvia Pinto, Title IX Coordinator. Employees who wish to make a complaint of sexual misconduct should submit the signed, written complaint to Silvia Pinto, Title IX Coordinator. If an employee who wishes to submit a complaint of sexual misconduct needs assistance in doing so, he/she/they should contact Silvia Pinto, Title IX Coordinator.

All College employees are expected to notify Human Resources if they receive information that any employee member of the College community has engaged in conduct prohibited by this policy. All College employees are expected to notify the Vice President of Student Affairs if they receive information that any student member of the College community has engaged in conduct prohibited by this policy. In both instances, employees must otherwise keep such information as private as possible.

Any individual who makes a report or complaint of sexual misconduct will not be subject to a disciplinary sanction for a violation of the College's student conduct policy related to the report or complaint unless the report or complaint was not made in good faith.

C. Timeframe for Reporting

Individuals are encouraged to report sexual misconduct as soon as possible to maximize the College's and/or law enforcement's ability to respond promptly and equitably. The College does not limit the timeframe for reporting on an incident, and upon receipt of any report or complaint, regardless of when the incident occurred, the College will conduct an assessment to determine if an investigation and/or any safety measures are necessary to maintain the safety of the community. However, the College will not be able to impose disciplinary sanctions against an individual who is no longer affiliated with the College.

D. Amnesty

The College understands that an individual may be hesitant to make a report of sexual misconduct if the individual, or others present/involved, was under the influence of alcohol/drugs at the time of the incident(s) for fear of being found in violation of the Student Code of Conduct. If, while conducting an investigation of sexual misconduct, the College learns/determines that other violations of the College's policies have occurred (specifically, violations of the College's alcohol/drugs policy), the College will generally not pursue disciplinary actions for such conduct.

E. Coordination with Law Enforcement

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

The College's definitions of sexual misconduct and its process and standard of proof for finding a Responding Party responsible for sexual misconduct differ from those used in criminal prosecutions. Thus, a Reporting Party may reasonably seek resolution through the College's complaint process, may pursue criminal action, may choose one but not the other, or may choose to report an incident to both or neither. Law enforcement's determination regarding whether or not to prosecute a Responding Party is not determinative of whether the College will conduct an investigation, or concludes that a member of the community has committed sexual misconduct in violation of this policy. However, any criminal disposition related to a complaint of sexual misconduct will be taken into consideration in the College's investigation of the report or complaint of sexual misconduct. Proceedings under this policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus.

F. Bystander Intervention

The College strongly encourages all community members to take reasonable and prudent actions to prevent or stop sexual misconduct, including relationship violence, stalking, and sexual assault. Taking actions may include directly or indirectly confronting the situation (if it is safe to do so), taking steps to interrupt the situation, or seeking assistance from a person in authority. College community members who choose to exercise this positive moral obligation will be supported by the College and protected from retaliation.

G. Statement against Retaliation

It is a violation of this policy to retaliate in any way against an individual or a group because the individual or group made a report concerning sexual misconduct, was the subject of such a report, or otherwise participated in the College's investigation of such a report.

VI. Investigation

When the College receives a report (including anonymous reports) or a complaint of sexual misconduct, the Title IX Coordinator will conduct an initial investigation to determine the nature of the report or complaint and whether further action is necessary. If the Title IX Coordinator determines that further action is necessary, he/she/they will then determine whether to follow the process outlined in Interim Process A (for reports and/or complaints that fall under the College's Title IX Policy) or the process outlined in Interim Process B (for reports and/or complaints that fall under this policy).

VII. Interim Measures

Upon receipt of a report or complaint of sexual misconduct, the College will provide interim support and reasonable protective measures to prevent further acts of misconduct, and to provide a safe educational and work environment. The College will determine the necessity and scope of any interim measures. Interim remedies include but are not limited to counseling services, administrative stay-away orders, no trespassing orders, relocation of on-campus housing, academic accommodations, and schedule changes. The College will make every effort to make reasonable requests for interim remedies available in a timely fashion. Students seeking such assistance should speak with the Human Resources/Title IX Coordinator, who will coordinate such requests on behalf of the student. Employees seeking such assistance should speak with the Human Resource Director/Title IX Coordinator, who will coordinate such requests on behalf of the employee. The College will maintain contact with the parties to ensure that all concerns are being addressed.

Where the report of sexual misconduct poses an ongoing risk of harm to the safety or well-being of an individual or members of the College community, the College may place an individual on interim suspension or impose leave for an employee. Pending resolution of the report or complaint, the individual may be denied access to campus. When interim suspension or leave is imposed, the College will make reasonable efforts to complete the investigation and resolution within an expedited timeframe.

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

XII. Confidentiality, Recordkeeping, and Education & Training

A. Confidentiality & FERPA

All documents created in connection with any report or complaint of sexual misconduct or in connection with the investigation and resolution of any report or complaint of sexual misconduct will be kept confidential by the College. They will be shared only with individuals with a "need-to-know" such information. To the extent any of these documents constitute "education records" under FERPA, they will be treated accordingly. All parties to the College's complaint resolution process are expected to maintain the confidentiality of any documents they receive in connection with the process. A party who improperly disseminates any such documents, or otherwise discloses the contents of those documents to third-parties, will be subject to disciplinary action.

B. Recordkeeping

The College will maintain all documents related to each report or complaint of sexual misconduct, including all documents related to all formal and informal resolution processes conducted pursuant to this Policy, for seven (7) years.

C. Education & Prevention

The College embraces an interdepartmental, multimodal, and situational approach to educate the College community about this policy and to prevent sexual misconduct. To that end, the Office of Student Life works collaboratively to provide the community with educational opportunities as follows:

Orientation/Welcome Week: Students receive a student handbook and new student orientation which includes the policies of the College. The Office of Student Affairs outlines the importance of bystander awareness, student faculty, and reporting procedures.

D. Training

The College trains faculty, staff, and Fisher College Police Department on the following topics:

- Responding to reports and complaints;
- Bystander intervention;
- Record-keeping and documentation;
- Assessing and reporting complaints of sexual misconduct;
- The availability of Confidential Resources;
- The availability of other campus resources for support, advocacy, and medical assistance

This policy conforms with Chapter 6 of the Massachusetts General laws. See also <https://malegislature.gov/Laws/SessionLaws/Acts/2020/Chapter337>.

Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs

After an incident of sexual assault, dating violence or domestic violence, the victim should consider seeking medical attention as soon as possible at a local area hospital offering physical evidence recovery kit collection/access to forensic nurse examiners/sexual assault nurse practitioners. In Massachusetts, evidence may be collected even if you choose not to make a report to law enforcement¹

Anonymous Reporting: The decision by a victim not to report a sexual assault or to file an anonymous report with law enforcement may occur for a variety of reasons. Pursuant to MGL c112, § 12A½, regardless of the victim's decision to report the assault to law enforcement, when a victim seeks medical treatment, the hospital is required to report the assault to the law enforcement entity of the jurisdiction using a Provider Sexual Crime Report (PSCR) without reference to the patient's name or address.

It is important that a victim of sexual assault not bathe, douche, smoke, change clothing, or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order.

In cases of sexual assault, dating violence, or domestic violence, victims should elect to have a forensic examination done at a local hospital by a specially trained Sexual Assault Nurse Examiner (SANE) nurse. There are SANE nurses on call at:

- **Beth Israel Hospital (617-667-7000) 330 Brookline Ave, Boston 02215**
- **Boston Medical Center (617-638-8000) One Medical Center Place, Boston 02118**
- **Brigham and Women's Hospital (617-732-5500) 75 Francis St, Boston 02115**
- **Cambridge Hospital (617-665-2300) 1493 Cambridge St, Cambridge 02139**
- **Mass General Hospital (617-726-2000) 55 Fruit St, Boston 02114**
- **Newton-Wellesley Hospital (617-243-6000) 2014 Washington St, Newton 02462**

¹ Under the Violence Against Women and Department of Justice Reauthorization Act of 2005, starting in 2009, states must certify that they do not "require a victim of sexual assault to participate in the criminal justice system or cooperate with law enforcement in order to be provided with a forensic medical exam, reimbursement for charges incurred on account of such an exam, or both."

Choosing to obtain a forensic examination does not require the victim to file a police report. Having a forensic examination conducted does help to preserve evidence should the victim choose to file a police report at a later time. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, healthcare providers can still treat injuries and take steps to address concerns of sexually transmitted diseases and/or pregnancy if the victim is a female.

Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, and other communications, and keeping pictures, logs, or other copies of documents, if they have any, that would be useful Fisher College adjudicators/investigators or police.

As time passes, evidence may dissipate or become lost or unavailable. Thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with Fisher College Police Department or other law enforcement to preserve evidence in the event the victim decides to report the incident to law enforcement or the College at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order.

Please be advised that all employees of Fisher College who are made aware of an incident of sexual misconduct are required by Federal Law to file a report regarding the incident and individuals involved with the Title IX Coordinator unless they are exempt from the reporting obligation as defined under Title IX and Clery because they are professional or pastoral counselors ("Confidential Resources"). These reports will include the names of the victim and the accused, along with all relevant facts regarding the incident.

The Title IX Coordinator is required by federal law to provide an **unidentifiable** statistical report regarding sexual misconduct to the Fisher College Police Department. This is in accordance with the Clery Act. The only information that is shared is that an incident of sexual misconduct has taken place, the type of sexual misconduct, and the general location of the incident (i.e., on or off campus). To file a report of sexual misconduct, domestic/dating violence, and stalking, students may contact any of the following departments:

- Title IX Coordinator: Silvia Pinto. Her email is titleix@fisher.edu. A report may also be made at any time to the Title IX Hotline at (617) 236-5409. This number is checked daily.
- Fisher College Police Department: Located in the Mall of Fisher College and can be contacted 24/7 at (617) 236-8880.
- Office of the Dean of Students: This office is located in the Mall of Fisher College, open from 8 a.m. to 4 p.m. Monday through Friday, and can be reached by phone at (617) 670-4423.
- Office of Housing and Residential Life: Located in the Mall of Fisher College, it is open from 8 a.m. to 4 p.m. Monday through Friday and can be reached at (617) 236-8828.

Students and staff may also report to the Boston Police at District 4 (617) 343-4250. A student, faculty or staff member may report sexual misconduct or sexual assault to campus police by calling 617-236-8888 or law enforcement agency in the jurisdiction where the offense was committed, on the Main Campus that would be the Boston Police. Campus Police will assist the victim in reporting and investigating the reported offense. Officers will also assist even if the crime occurred outside of their jurisdiction by connecting the victim with the appropriate law enforcement agency in the jurisdiction where the crime occurred. Officers will explain and assist those seeking a Protective Order and assist those victimized on or off campus with obtaining a Protective Order. For those victimized outside of Fisher College Police jurisdiction, Fisher College Police will assist by providing them with information on where to obtain a Protective Order. The person or victim may report in person, on the phone, or through another member of the community. Often times it is reported to Public Safety in an indirect way, either through the victim, or a Clery Campus Security Authority. If a rape or sexual assault, the

first step is to identify a few facts to determine what happens next. Before asking the questions, the victim should be told that although all attempts will be made to keep this information confidential, this incident must be reported to the Title IX investigator on campus by Federal standard. If the initial report is handled by a non-sworn officer, he or she shall immediately call the police officer on duty for follow up. If there is a sexual assault investigator on duty, they shall do the initial interview. Safety is the first priority. If the victim does not feel safe, she/he may need to move to a different more private area or the perpetrator may be nearby. If medical attention is necessary, she/he should be sent via ambulance and offered the opportunity to bring a friend.

If the incident occurred off campus, the police officer shall then assist the victim in obtaining a medical response (if needed or requested) and in getting to the appropriate law enforcement agency to report the case. If the incident happened on the Boston campus; the Boston Police shall be contacted to take the report.

The officer dealing with the victim will give her/him the resource information from the sexual assault folder kept in the police office. The folder contains informational materials for the person as well as a form to be signed by the victim and kept by the officer. All information on the form must be reviewed with the victim, signed off, and submitted with the case report. If the victim is afraid for his or her safety the officer shall review the safety plan with the victim.

If there is an emergency on any campus dial 911. If a student wishes to be assisted in this process, he or she may contact any of the Fisher College department numbers listed above for assistance. It is the victim’s choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement.

Procedures the College Will Follow When a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking is Reported

The College’s procedures are designed to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as changes to housing, academic, protective orders, transportation and working situations, if reasonably available. The College will make such reasonable accommodations or protective measures available upon request, regardless of whether the victim chooses to report the crime to the Fisher College Campus Police or local law enforcement. All members of the Fisher College Community may report to the Title IX Coordinator. In addition, Students may contact the Dean of Students Office at (617) 670-4423, and employees may contact Human Resources at (617) 236-8812.

If a report of domestic violence, dating violence, sexual assault, or stalking is reported to the College, below are the procedures that the College will follow:

Incident Being Reported	Procedure Institution Will Follow
Sexual Assault	<ol style="list-style-type: none"> 1. Depending on when reported (immediate vs delayed report), the institution will provide the complainant with access to medical care 2. The institution will assess the immediate safety needs of the complainant 3. The institution will assist the complainant with contacting local police if the complainant requests and provide the complainant with contact information for the local police department 4. The institution will provide the complainant with referrals to on and off-campus mental health providers 5. The institution will assess the need to implement interim or long-term protective measures, if appropriate.

	<ol style="list-style-type: none"> 6. The institution will provide the victim with a written explanation of the victim’s rights and options 7. The institution will provide a “No trespass” directive to the accused party if deemed appropriate 8. The institution will provide written instructions on how to apply for a Protective Order 9. The institution will provide a copy of the policy applicable to sexual assault to the complainant and inform the complainant regarding timeframes for inquiry, investigation, and resolution 10. The institution will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged, and what the outcome of the hearing is 11. The institution will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation
Stalking	<ol style="list-style-type: none"> 1. The institution will assess the immediate safety needs of the complainant 2. The institution will assist the complainant with contacting local police if the complainant requests and provide the complainant with contact information for the local police department 3. The institution will provide written instructions on how to apply for a Protective Order 4. The institution will provide written information to the complainant on how to preserve evidence 5. The institution will assess the need to implement interim or long-term protective measures to protect the complainant, if appropriate 6. The institution will provide the victim with a written explanation of the victim’s rights and options 7. The institution will provide a “No trespass” directive to the accused party if deemed appropriate
Dating Violence	<ol style="list-style-type: none"> 1. The institution will assess the immediate safety needs of the complainant 2. The institution will assist the complainant with contacting local police if the complainant requests and provide the complainant with contact information for the local police department 3. The institution will provide written instructions on how to apply for a Protective Order 4. Institution will provide written information to the complainant on how to preserve evidence 5. The institution will assess the need to implement interim or long-term protective measures to protect the complainant, if appropriate 6. The institution will provide the victim with a written explanation of the victim’s rights and options 7. The institution will provide a “No trespass” directive to the accused party if deemed appropriate
Domestic Violence	<ol style="list-style-type: none"> 1. The institution will assess the immediate safety needs of the complainant 2. The institution will assist the complainant with contacting local police if the complainant requests, and the complainant will be provided with contact information for the local police department 3. The institution will provide written instructions on how to apply for a Protective Order 4. The institution will provide written information to the complainant on how to preserve evidence 5. The institution will assess the need to implement interim or long-term protective measures to protect the complainant, if appropriate 6. The institution will provide the victim with a written explanation of the victim’s rights and options

7. The institution will provide a “No trespass” directive to the accused party if deemed appropriate

Assistance for Victims: Rights & Options

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the College will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred;
- information about how the institution will protect the confidentiality of victims and other necessary parties;
- a statement that the institution will provide written notification to students and employees about victim services within the institution and in the community;
- a statement regarding the institution’s provisions about options for, available assistance in, and how to request accommodations and protective measures; and
- an explanation of the procedures for institutional disciplinary action

Confidentiality

Victims may request that directory information on file with Fisher College be withheld by contacting the Registrar’s Office, ATT: Jesse Avalos. Jesse Avalos, Interim College Registrar and Assistant Dean for Academic Services can be reached directly at javalos@fisher.edu or (617) 236-8827.

Fisher College recognizes that confidentiality is important to all individuals involved in all matters of a sexual misconduct investigation. The College will make every effort to protect the privacy of the individuals involved in a report and investigation of sexual misconduct, to the extent reasonably possible, while conducting a thorough investigation and thereafter. The College will only share information related to a report and investigation with those College employees who “need to know”. Students should be made aware that if an individual involved in an alleged violation of sexual misconduct is enrolled at another institution, the College may be required to notify the other institution of a pending investigation.

By only sharing personally identifiable information with individuals on a need-to-know basis, the College will maintain as confidential, any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the College to provide the accommodations or protective measures.

All individuals involved in an investigation of sexual misconduct are expected to keep any information gained during any process of the investigation, decision, or appeal process confidential. This does not prohibit individuals from discussing information with individuals who need to know in order to provide support and assistance to the individual or disclosing information to an individual who needs to know in order to participate in an investigation. These restrictions are put into place in order to protect all individuals involved in an investigation and the integrity of the investigation. Individuals found in violation of this may be subject to sanctions.

As the students of the College are viewed as adults, guardians and/or parents will not be notified when a student is involved in a claim of sexual misconduct. Students are encouraged to speak with their guardians and/or parents when they are involved in a matter of sexual misconduct. Should a guardian or parent wish to speak with the Title IX Coordinator or any other employee regarding a matter of sexual misconduct, a FERPA waiver will need to be fully executed prior to any conversation. Students have the right to execute or withdraw a FERPA waiver at any time. FERPA waivers are found in the Registrar’s Office. Should a student be found responsible for violation of this policy and is separated from the college, college housing, suspended, or expelled, guardians and/or parents are generally notified at that time.

In addition, the Fisher College Police Department will make every effort to protect the confidentiality of the victims. While police reports are not publicly available, daily crime logs are available 24/7. However, they will be redacted to ensure the victim remains confidential. The College does not publish the names of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Furthermore, if a Timely Warning Notice is issued on the basis of a report of domestic violence, dating violence, sexual assault, or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Accommodations and Protective Measures Available for Victims

Regardless of where the conduct occurred or whether such conduct occurred outside of Fisher College's programs or activities, and regardless of whether a complaint is filed in accordance with the institution's policy for resolving complaints, upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, Fisher College will provide written notification to students and employees about accommodations available to them, including academic, living, transportation, protective orders, and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations).

At the victim's request, and to the extent of the victim's cooperation and consent, College offices will work cooperatively to assist the victim in obtaining accommodations. If reasonably available, a victim may be offered changes to academic, living, working, protective measures, or transportation situations regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

To request changes to academic, living, transportation, and/or working situations or protective measures, a victim should contact the Vice President of Student Affairs, located in the Mall, (617) 670-4422 (students), or Human Resources, located in 116 Beacon St on the 2nd floor, (617) 236-8812 (employees).

In instances where the alleged assailant is considered to be a threat, the College may decide to: remove the alleged assailant from campus housing, restrict campus access, or administer an interim suspension.

Orders of Protection

Students and staff on the Boston Campus may work with the Fisher College Police to obtain a restraining order, or an order can be obtained through the local court where the crime is, or was, being committed. If assistance is needed in obtaining an order, any of the above campus resources can be contacted for help.

Stay Away Orders

Stay Away Orders are issued by the Code of Conduct Officer/Vice President of Student Affairs. Stay-away orders are mandatory and issued immediately once the crime has been reported to the Title IX Coordinator.

Restraining Orders

The Abuse Prevention Law, Massachusetts General Laws 209A, was enacted to help keep domestic partners and people involved in dating relationships from being abused. The law permits a court to issue a protection order requiring that an abuser cease abusive conduct on the threat of incarceration. The police are responsible for enforcing the violation of the restraining order. The protection offered under the Abuse Prevention Law only applies to “family or household members” which are defined by M.G.L. c209A s.1 as people who are or were:

- Married;
- Living together;
- Related by blood or marriage;
- Parents of a common child regardless of whether they have ever been married or lived together; or
- Involved in a substantial dating or engagement relationship

If an individual decides to file a complaint for a restraining order or has questions regarding a restraining order, contact the Fisher College Police Department at (617) 236-8880 and we will assist you during the following process.

To obtain a restraining order, a victim is required to file an Application for a Complaint for Protection from Abuse at the local court (this is a civil complaint, not a criminal one). Afterward, the victim will speak to a judge or clerk to explain what happened and why a protective order is necessary. The judge will then decide whether to grant a Temporary Order, which is valid for ten (10) business days. If the Temporary Order is granted, the party will be given a copy of the order and a summons to return to court within ten (10) business days for a hearing on whether to extend the order. The accused will also be sent a summons to appear and the police will attempt to serve the order upon that person. The hearing will allow both the victim and the abuser an opportunity to tell what happened.

A person applying for a restraining order is allowed to bring any witnesses or evidence that might tend to support the request. If the accused does not appear, the hearing will proceed and may result in the order being extended. The victim must appear at this hearing or the order will automatically be vacated.

If you need immediate protection from your abuser, contact the Fisher College Police Department at (617) 236-8880, or the Boston Police by dialing 911. If you believe you are in danger in your relationship, or in a situation involving a domestic/dating partner, consider ways to leave your present situation safely. The police will assist you in obtaining an emergency restraining order valid until the next court business day. Once the order has been issued you will be given a copy and the police will attempt to serve a copy to the accused.

Violation of an Abuse Prevention Order is a crime. If a person subject to an order violates it, call the police immediately. If you are on campus, reside in Fisher College housing, or are in the immediate area you may call (617) 236-8880 or the Boston Police by calling 911. Explain to the police that the subject of the order has violated it and that you need help right away. If the subject has left the scene, try to provide the direction of flight and a physical clothing description. If the police are unable to locate the subject, the Fisher College Police Department will assist you in going to court where you may file an application for a criminal complaint.

Remember to keep the order on you at all times. Inform family, friends, neighbors, and roommates that you have a restraining order. Do not hesitate to call the police immediately if the accused violates the order.

If you are leaving an abusive relationship, remember that doing so can be very difficult and dangerous. Make sure you have a safety plan in place, including identifying ahead of time a safe place to go during

an emergency. Bring along your important documents (driver's license, checkbooks, custody documents, etc.), and tell a friend. Let someone you trust help you take the first step.

Harassment Orders

All members of the Fisher College community have the right to be free from being harassed and or placed in fear. The law provides victims of harassment the ability to obtain relief from the courts even in the absence of a personal relationship to the harassing party. Massachusetts General Laws Chapter 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 by allowing the court to issue orders of protection from harassment. If you are a victim of harassment, contact the Fisher College Police immediately for assistance if the harassment is occurring when you're on campus. Alternatively, you should call the police agency having jurisdiction over your location if the harassment occurs while you are off-campus. The procedure for filing for a Harassment Prevention Order is the same as filing for a restraining order described above.

Adjudication of Violations

The College's disciplinary process includes a prompt, fair, and impartial investigation and final resolution process. In all instances, the process will be conducted in a manner that is consistent with the institution's policy and that is transparent to the accuser and the accused. Usually, the resolution of domestic violence, dating violence, sexual assault, and stalking complaints is completed within 60 days of the report. However, each proceeding allows for extensions of timeframes for good cause with written notice to the accuser and the accused of the delay and the reason for the delay. Fisher College officials involved in the investigation or adjudication of domestic violence, dating violence, sexual assault, and stalking complaints are trained annually by the National Association of Clery Compliance Officers and Professionals on the issues related to domestic violence, dating violence, sexual assault, and stalking as well as how to conduct an investigation and hearing process that protects the safety of the victim and promotes accountability. Furthermore, each policy provides that:

1. The accuser and the accused will have timely notice for meetings at which the accuser or accused, or both, may be present;
2. The accuser, the accused and appropriate officials will have timely and equal access to any information that will be used during formal and informal disciplinary meetings and hearings;
3. The institutional disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the accuser or the accused;
4. The accuser and the accused will have the same opportunities to have others present during any institutional disciplinary proceeding. The accuser and the accused each have the opportunity to be advised by an advisor of their choice at any stage of the process and to be accompanied by that advisor to any related meeting or proceeding. The College will not limit the choice of advisor or presence for either the accuser or the accused in any meeting or institutional disciplinary proceeding. However, the role of the advisor is limited to: support to a victim or alleged assailant during the process, an advisor is not permitted to speak on behalf of a victim or alleged assailant and may not actively participate in any meeting. An advisor may confer and offer support to the victim or alleged assailant as necessary.
5. The accuser and the accused will be notified simultaneously, in writing, of the any initial, interim and final decision of any disciplinary proceeding; and
6. Where an appeal is permitted under the applicable policy, the accuser and the accused will be notified simultaneously in writing, of the procedures for the accused and the victim to appeal the result of the institutional disciplinary proceeding. When an appeal is filed, the accuser and the accused will be notified simultaneously in writing of any change to the result prior to the time that it becomes final as well as of the final result once the appeal is resolved.

Sexual Misconduct Policy – applicable to sexual misconduct, domestic violence, and stalking complaints for both students and employees.

1. How to File a Disciplinary Complaint Under this Policy

To file a report of sexual misconduct, domestic violence, dating violence or stalking, students may contact any of the following departments:

- Title IX Coordinator – Silvia Pinto, can be contacted at (617) 236-5409 or via email: titleix@fisher.edu.
- Fisher College Police Department – located at the corner of the Mall and the 1st floor of 116 Beacon St, and can be contacted 24/7 at (617) 236-8880 or via email: campuspolice@fisher.edu
- Office of the Dean of Students – located in the Mall and can be contacted Monday-Friday 8am-4pm at (617) 670-4423 or via email: bperrin@fisher.edu
- Office of Housing and Residential Life – located in the Mall and can be contacted Monday-Friday 8am-4pm at (617) 670-8828 or by email at housing@fisher.edu

The policy in its entirety can be found in the [Student Code of Conduct](#).

2. How the College Determines Whether This Policy will be Used

- Review of facts by Student Conduct Coordinator, Title IX Coordinator and Campus Police (if police report filed).
- Did the conduct violate policy – determined by a model of proof setting for the elements of the policy violation, using a preponderance of the evidence standard for each type of misconduct. If it does not fall under sexual misconduct policy, then query under same analysis whether another policy has been violated. Other policies are:
 - Civility and Mutual Respect
 - Alcohol and Drug
 - Unlawful Discrimination

The conduct policies are all designed to protect students. More than one policy may be violated when a student acts in a way that triggers a complaint. The College will proceed under the policy that is either required by law (Title IX investigation) or designed to best protect the student(s) involved.

- If the conduct did violate the sexual misconduct policy, then the College will review:
 - Does it need to be investigated under Title IX
 - Discrimination analysis
 - If discrimination is found, then Title IX investigation is conducted, with findings sent to the Student Conduct Coordinator for determination of policy violation and sanction.
 - If it does not fall under Title IX, but still a policy violation, it is referred to Student Conduct Coordinator to handle.

3. Steps in the Title IX Process and Timeline

- The procedures associated with review of an incident will be conducted by individuals who receive annual training on issues related to domestic violence, sexual assault, dating violence, and stalking, as well as how to conduct investigations and hearings that protect victims and promote accountability.
- When a student or employee reports having been the victim of sexual misconduct, regardless of whether the incident may have occurred on or off campus, the College will provide the student or employee a written explanation of the complainant's rights and options with respect to the report.
- The College will also provide supportive measures, to all parties
- Procedures for College disciplinary action, including formal notice procedures and options for informal resolution.

- Both the complainant and respondent have an opportunity to provide relevant information and names of relevant witnesses during a proceeding.
- Both the complainant and respondent may be accompanied to meetings relating to sexual misconduct complaints by an (one) advisor of his or her choice.
- The College will provide an advisor if the party does not have a qualified advisor.
- Both the complainant and respondent will receive simultaneous written notice of the outcome of the College's investigation and adjudication of any complaint of sexual misconduct, the appeals procedure, and any changes to the initial adjudication results before the results are deemed final.
- Neither the institution, nor any officer, employee, nor agent of the College, may retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights to avail themselves of the institution's grievance procedures.
- The College endeavors to investigate and adjudicate sexual misconduct complaints in approximately sixty (60-90) days' time unless mitigating circumstances compel a longer duration.

4. Decision-Making Process

If formal notice is filed, the Title IX Coordinator will notify all parties and their advisors. The Title IX Coordinator or their designee will conduct an investigation. A live hearing before a single Hearing Officer will be scheduled. The parties will have the opportunity to cross-examine witnesses at the hearing. The Hearing Officer will render a decision. The parties may appeal the decision. The Title IX Decision-Making Process is outlined in [Process A](#).

If formal notice is not filed, or if the conduct is not considered a Title IX violation, the Title IX Coordinator will assign either the Director of Student Conduct or the Director of Human Resources to conduct an investigation in accordance with [Process B](#).

5. Standard of Evidence

The standard of evidence used by the decision-maker will be the "preponderance of the evidence" standard, which is defined as "the proof need only show that the facts are more likely to be than not so."

6. Possible Sanctions

The list of possible sanctions for students that may be imposed are:

- Verbal warning
- Written warning
- Education requirement (paper, training, etc.)
- Restriction of privileges (clubs, sports, access to extracurricular events)
- Restricted Access to Campus
- Change of Academic Schedule
- Administrative Stay Away Orders
- Restitution
- Housing Probation
- Removal from Housing
- College Probation
- Suspension
- Expulsion

The list of possible sanctions for employees that may be imposed are:

- Verbal Warning
- Written Warning
- Training Requirement
- Suspension with or without pay
- Termination

7. Range of Protective Measures Available to a Victim Alleging Misconduct

The range of protective measures available to a victim alleging misconduct has been listed in the previous pages of this report.

Should a report of sexual misconduct be made against a non-student member of the College Community, the report by the Title IX Coordinator will be filed with the Director of Human Resources and a decision will be made from the same. Both the victim and the alleged assailant will be notified in writing of the Director of Human Resources' decision.

All Conduct hearings will be conducted by officials who receive annual training on the issues related to domestic violence, dating violence, sexual assault, and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

Fisher College will make every effort to protect the confidentiality of the victims. Police reports are not publicly available, but the required daily crime logs will be redacted to ensure the victim remains confidential.

The following agencies, both on and off campus, are available to help students and staff who are victims of domestic or dating violence, sexual assault, or stalking (see below).

College-Initiated Protective Measures

In addition to those protective measures previously described, the Title IX Coordinator or their designee will determine whether interim interventions and protective measures should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include, but are not limited to: a College order of no contact, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved.² Violations of the Title IX Coordinator's directives and/or protective measures will constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by Fisher College.

No party may be removed from the College prior to resolution of the complaint without a hearing unless a danger assessment is made.

On Campus Resources

Upon receipt of a report of domestic violence, dating violence, sexual assault, or stalking, Fisher College will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement. These resources include the following:

ON CAMPUS	Service Provider	Contact Information
Counseling	Dr. Robert Maron	(617) 236-8894
Health	Nurse Szilvia Vanderberg	(617) 236-8860
Mental Health	Dr. Robert Maron	(617) 236-8894

² Applicable law requires that, when taking such steps to separate the complainant and the accused, the College must minimize the burden on the complainant and thus should not, as a matter of course, remove the complainant from his or her job, classes or housing while allowing the accused to remain.

Victim Advocacy	Vice President of Student Affairs	(617) 670-4423
Legal Assistance	Various contract	(617) 236-8812
Visa and Immigration Assistance	Nancy Pithis	(617) 236-8814
Student Financial Aid	Jennifer Wilhelm	(617) 236-5470
Human Resources	Silvia Pinto	(617) 236-8812
Title IX	Silvia Pinto	(617) 236-5409

Off-Campus Resources

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking include:

Boston Area Rape Crisis Center	(800) 841-8371
Casa Myrna	(877) 785-2020
Crisis Text Line	Text HOME to 741741
Massachusetts General Hospital	(617) 726-2000
National Sexual Assault Hotline	(800) 656-4673
Suicide Prevention – Samaritans	(617) 536-2460
The Network la Red	(617) 695-0877

OFF-CAMPUS	Service Provider	Contact Information
Casa Myrna	Domestic and Dating Violence	(877) 785-2020
Counseling	Dana Group and Assoc.	(781) 449-1143
Health	Urgent Care Mass Gen	(617) 726-2707
Mental Health	ER Mass Gen Hospital	(617) 724-4100
Victim Advocacy	Mass Office Victim Assoc.	(617) 586-1340
Legal Assistance	Greater Boston Legal Service	(617) 371-1234
Visa and Immigration Assistance	US Citizenship and Immigration Services	www.USCIS.gov
Student Financial Aid	Office of Student Financial Aid Assist DoE	(617) 391-6070
Rape Crisis Center	Boston Area Rape Crisis Center	(800) 841-8371

Rape, Abuse and Incest National Network - <http://www.rainn.org>

Department of Justice - <https://www.justice.gov/ovw/sexual-assault>

Department of Education, Office of Civil Rights - <https://www.ed.gov/about/ed-organization/functional-statements/ocr-functional-statements>

How to Be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who witness violence or the conditions that perpetuate violence. They are not directly involved but have the ability to say something, or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. Fisher College encourages bystander intervention only when it is safe to do so. If you or someone else is in immediate danger, call The Fisher College Police Department at (617) 236-8880 or dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt, whether it is domestic or dating violence, sexual assault or stalking.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off-campus resources listed in this document for support in health, counseling, or with legal assistance.

Fisher College is concerned about your safety with regards to all of the crimes covered by the Violence Against Women Act. In the next few pages, we have provided some information on risk reduction, and how to recognize warning signs of abusive behavior or potential attacks. If you are the victim of one of these crimes, please get help through one of the many resources listed in this publication.

Risk Reduction

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, (www.rainn.org))

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas. It is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don't know where you are going, act like you do.
4. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
6. Make sure your cell phone is with you and charged and that you have cash money.
7. Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
8. Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
9. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).

11. Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
12. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
13. Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place and medical help immediately.
14. If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
 - a) Remember that being in this situation is not your fault. You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
 - b) Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - c) Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 - d) Lie. If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
16. Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
17. If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Signs of an Abusive Relationship

If you are experiencing any of the following signs of abuse, you may be in an abusive relationship. Whether or not you're ready to leave your abuser, there are things you can do to protect yourself. The safety tips below can make the difference between being severely injured or killed and escaping with your life. If you would like help in safety planning, call the Fisher College Police Department at (617) 236-8880 or the National Domestic Violence Hotline at (800) 799-7233.

Are you with someone who:

- Is jealous and possessive toward you, won't let you have friends or family contact, checks up on you constantly via phone, email, or in person, won't accept breaking up?
- Tries to control you by being very bossy, giving orders, making all the decisions, without taking your opinion seriously?
- Puts you down, critical of whatever you do, and undermines everything you say?
- Is scary to the extent that you worry about how they will react to things you say or do?
- Threatens you, uses or owns weapons?

- Is violent and has a history of fighting, loses temper quickly, and brags about mistreating others?
- Pressures you for sex, is forceful or scary with regard to sex?
- Thinks of you as a sex object?
- Attempts to manipulate or guilt-trip you by saying "If you really loved me, you would..."
- Gets too serious about the relationship too fast?
- Abuses drugs or alcohol and pressures you to take them?
- Blames you when they mistreat you by saying you provoked them, pressed their buttons, made them do it, or led them on?
- Has a history of bad relationships and blames the other person for all the problems?
- Believes that men should be in control and powerful and that women should be passive and submissive?
- Has hit, pushed, choked, restrained, kicked, or physically abused you?
- Your family and friends have warned you about and told you they were worried for your safety?
- If you are gay, lesbian, bisexual or transgender, has threatened to 'out' you to family, friends, or your work if you don't comply with certain demands?
- If you are an immigrant, has threatened or tried to turn you in to authorities and get you deported? Or has told you that you are endangering the community?
- If you have health problems, has prevented you from getting treatment, interfered with medication or made it difficult for you to get to medical appointments?
- If you are older, has threatened to put you in a nursing home or interfered with your ability to get out of the house when you want?

Whether you live on or off campus, these tips may save your life:

Prepare for Emergencies

- Know your abuser's red flags. Be on alert for signs and clues that your abuser is getting upset and may explode in anger or violence. Come up with several believable reasons you can use to leave the house or your room (both during the day and at night) if you sense trouble brewing.
- If you live off campus identify safe areas of the house. Know where to go if your abuser attacks or an argument starts. Avoid small, enclosed spaces without exits (such as closets or bathrooms) or rooms with weapons (such as the kitchen). If possible, head for a room with a phone and an outside door or window. If you are on campus, you can always come to the campus police desk in the Mall area of 116 Beacon Street.
- Come up with a code word. Establish a word, phrase, or signal you can use to let your children, friends, neighbors, or co-workers know that you're in danger and the police should be called.

Make an Escape Plan

- Be ready to leave at a moment's notice. If you are off campus, keep the car fueled up and facing the driveway exit, with the driver's door unlocked. Hide a spare car key where you can get it quickly. Have emergency cash, clothing, and important phone numbers and documents stashed in a safe place (at a friend's house, for example).
- Practice escaping quickly and safely. Rehearse your escape plan so you know exactly what to do if under attack from your abuser. If you have children, have them practice the escape plan also.

- Make and memorize a list of emergency contacts. Ask several trusted individuals if you can contact them if you need a ride, a place to stay, or help contacting the police. Memorize the numbers of your emergency contacts, local shelter, and domestic violence hotline.

Stalking Behavior

Stalking behavior and conduct can range from very subtle behavior to extreme and outrageous acts that might sound unbelievable to those less familiar with stalking. A stalker might engage in only one form of stalking behavior while another might engage in a wide variety of different and unpredictable stalking activities.

Celebrity stalking, while very serious, accounts for a small percentage of all stalking cases. Most stalking cases are in the context of domestic violence – the victim is living in fear of someone they once loved and trusted in an intimate partner relationship.

A stalker's behavior might include:

- Following
- Waiting outside of a home or workplace
- Making harassing or persistent phone calls
- Sending letters or emails
- Sending unwanted gifts or flowers
- Contacting, threatening, or harassing friends and family
- Hurting or killing pets
- Vandalizing property
- Manipulative behavior, for example, threatening suicide in order to force contact
- Spreading lies about a victim, for example, filing false reports, posting or distributing personal or false information
- Collecting information about the victim's personal life and habits
- Subscribing to services in the victim's name
- Interfering with utilities or services, for example, having phone service disconnected
- Impersonating the victim or family member
- Accessing personal information through computer files or email accounts

Stalking with Technology

Access to the Internet and familiarity with electronic technologies is increasingly common for most households, campuses, and workplaces. This technology provides stalkers another means for finding, contacting, and harassing their victims. While using technology to stalk does not involve physical contact, it is no less threatening than physical stalking. Some stalking tactics may include:

- Accessing or interfering with computer files and/or emails
- Sending threatening correspondence via email
- Tracking activities and movement through GPS (global positioning satellite) technology
- Taking photo/video images without consent and/or transmitting those images through the Internet

More information is available at the [National Center for Victims of Crime Stalking Resource Center](#).

Additional Community Resources

Various organizations can provide crisis intervention services, counseling, medical attention, and assistance in interfacing with the criminal justice system. All individuals are encouraged to utilize the resources best suited to their needs, whether on or off campus. Some resources in the local Boston area community include:

Community Resources

Boston Area Rape Crisis Center (BARCC):
(800) 841-8371 (hotline), (617) 492-8306;
<http://www.barcc.org/>

Casa Myrna:
(877) 785-2020(hotline), (617) 521-0100;
<https://casamyrna.org/>

Center for Violence Prevention and Recovery at Beth Israel Deaconess Medical Center:
(617) 667-8141
www.bidmc.org/violenceprevention

Domestic Abuse Intervention and Prevention at Brigham and Women's Hospital:
(617) 264-8747
<https://www.brighamandwomens.org/about-bwh/community-health-equity/passageway-domestic-abuse-intervention-and-prevention>

Emergency Care Center Boston Medical Center:
(617) 414-4075
www.bmc.org/emergencymedicine.htm

Fenway Community Health Violence Recovery Program:
(617) 927-6250 or (800) 834-3242
www.fenwayhealth.org

Jane Doe Inc. – Massachusetts Coalition against Sexual Assault and Domestic Violence:
(617) 248-0922
www.janedoe.org/

Victim Rights Law Center:
(617) 399-6720
www.victimrights.org

Equal Employment Opportunity Commission (EEOC)
JFK Federal building
475 Government Center
Boston, MA 02203
(800) 669-4000

The EEOC prohibits sexual harassment in the workplace. The statute of limitations for filing a complaint is 300 days for the last date of discrimination.

U.S. Department of Education, Office for Civil Rights (OCR)
5 Post Office Square, 8th floor
Boston, MA 02109-3921
(617) 289-0111

While OCR complaints should generally be filed within 180 days of the last date of the alleged discrimination, OCR may extend this filing deadline in a variety of circumstances.

Massachusetts Commission against Discrimination (MCAD)
John McCormack Building
One Ashburton Place
Sixth floor, Room 601
Boston, MA 02108
(617) 994-6000

The MCAD prohibits sexual harassment in the workplace. The statute of limitations for filing a complaint is 300 days for the last date of discrimination.

Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault and Stalking

The College engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

- A. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- B. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees as well as ongoing awareness and prevention campaigns for students and employees that includes:

- A. A statement that the institution prohibits the crimes of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act);
- B. The definitions of domestic violence, dating violence, sexual assault and stalking according to any applicable jurisdictional definitions of these terms;
- C. What behavior and actions constitute consent, in reference to sexual activity, in the State of Massachusetts;
- D. The institution's definition of consent AND the purposes for which that definition is used.
- E. A description of safe and positive options for bystander intervention. Bystander intervention means 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;
- F. Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.
- G. Information regarding:
 - a. procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in "Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs" elsewhere in this document)

- b. how the institution will protect the confidentiality of victims and other necessary parties (as described in "Assistance for Victims: Rights and Options" elsewhere in this document);
- c. existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in "Assistance for Victims: Rights and Options" elsewhere in this document); and
- d. options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in "Assistance for Victims: Rights and Options" elsewhere in this document);
- e. procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in "Adjudication of Violations" elsewhere in this document);

Primary Prevention and Awareness Programs

Crime prevention programs on personal safety and theft prevention are sponsored by various campus departments throughout the year. The Fisher College Police Department personnel facilitate programs for student, parents and staff during orientations and summer registration days. Some of the crime prevention programs offered are safety awareness, safety in the city, alcohol and drug awareness, and sexual assault prevention. Similar information is shared with staff during their onboarding process.

Specifically, the College offered the following **primary prevention and awareness programs** for all **students, staff, and faculty** in 2024:

Name of Program	Date Held	Location Held	Which Prohibited Behavior Covered?
Consent and Sexual Assault and Clery - Orientation	1/15/2024	Alumni Hall	Sexual Assault Dating Violence Domestic Violence
Tabling Event Stalking Awareness	1/25/2024	Mall	Sexual Assault Dating Violence Domestic Violence Stalking
Cyberstalking and Cyberbullying Among Teens	2/14/2024	Virtual	Dating Violence Domestic Violence
Tabling Event Teen Dating Violence	2/15/2024	Mall	Sexual Assault Dating Violence Domestic Violence
Tabling Event Alcohol Awareness	3/12/2024	Alumni Hall	Drugs Alcohol
Survivor Speaker - SAAM	4/9/2024	Alumni Hall	Sexual Assault
National Denim Day	4/24/2024	Campus Wide	Sexual Assault
Safety in the City	9/3/2024	Alumni Hall and Virtual	Sexual Assault Dating Violence Domestic Violence Drugs Alcohol
Red Zone Awareness	9/12/2024	Alumni Hall	Sexual Assault Drugs Alcohol

Global Perspectives and Creative Solutions for Tech-Facilitated Gender-Based Violence	9/24/2024	Virtual	Sexual Assault Dating Violence Domestic Violence
Responding to Coercive Control	9/30/2024	Virtual	Dating Violence Domestic Violence
Improving Prediction of IPV	10/10/2024	Virtual	Dating Violence Domestic Violence
Fire Safety Awareness	10/17/2024	Mall	Fire Safety
Domestic Violence Awareness	10/17/2024	Mall	Sexual Assault Dating Violence Domestic Violence
Addressing the Hidden Crime of Stalking	10/21/2024	Virtual	Dating Violence Domestic Violence
Responding to Intimate Partner Violence-Related Strangulation: Integrating Policy, Practice, and Research	10/29/2024	Virtual	Dating Violence Domestic Violence
Situational Crime Prevention Awareness	11/7/2024	Mall	Crime Prevention
Road to Recovery Speakers	11/7/2024	Alumni	Drugs Alcohol
Drug Overdose Awareness	12/12/2024	Mall	Drugs Alcohol

The College offered the following **primary prevention and awareness programs** for all **new employees** in YEARS 2024-2025:

Name of Program	Date Held	Location Held	Which Prohibited Behavior Covered? *
Harassment & Discrimination Prevention	Diverse	Campus Wide	Harassment Discrimination
Clery Act & Title IX	Diverse	Campus Wide	Sexual Assault Dating Violence Domestic Violence
Campus Security Authority	Diverse	Campus Wide	Sexual Assault Dating Violence Domestic Violence Stalking

Ongoing Prevention and Awareness Programs

The College provides comprehensive, ongoing crime prevention and awareness programming for all students and employees addressing sexual assault, dating violence, domestic violence, stalking, alcohol and drug misuse, fire safety, and general crime prevention. These programs are delivered throughout the year and use a sustained, multi-format approach to ensure continuous and accessible education.

Programming includes in-person presentations and annual training events, such as New Student Orientation sessions on consent, sexual assault, and Clery Act requirements; campus-wide events including *Empowering Students: Promoting Safety and Awareness*, Fire Safety Awareness Day, and multiple topical tabling events held in the campus mall. The College also offers virtual trainings and expert-led webinars on subjects such as coercive control, intimate partner violence, technology-facilitated gender-based violence, and stalking. Additional campus-wide awareness initiatives, including National Denim Day, Sexual Assault Awareness Month (SAAM) activities, survivor

speaker events, and overdose awareness programming, provide continued reinforcement of prevention messages.

Educational efforts are supported by printed materials, informational handouts, and resource guides distributed at events and throughout campus. The College also provides regular social media awareness campaigns that highlight prevention topics, promote available resources, and reinforce safety messaging across platforms such as Instagram and Facebook.

Through this combination of recurring programming, expert instruction, online and in-person events, printed educational materials, and campus-wide awareness campaigns, the College delivers a consistent, year-round prevention and awareness framework designed to support the safety, well-being, and empowerment of all community members.

Hazing Policy

Fisher College expressly prohibits any form of hazing. Hazing is against the law, incorporates other serious crimes, and violates University policy. Reports of hazing will be investigated immediately by the Fisher College Police Department, other College administrative offices, outside law enforcement agencies, or any combination of the three. In addition to criminal penalties under Massachusetts law, students or employees are subject to College disciplinary action for organizing or participating in hazing or failing to report persons in danger in conjunction with hazing.

Massachusetts Act Prohibiting the Practice of Hazing (Chapter 269 of the General Laws) states that the crime of hazing refers to “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.” Violation of this policy will lead to student conduct sanctions and criminal proceedings.

In addition, the College strictly adheres to the “Stop Campus Hazing Act”, enacted by Congress in December 2024, is a federal law that requires colleges and universities to take specific actions to prevent, document, and publicly report hazing incidents. Under this law, institutions must clearly define hazing, train students and employees on how to recognize and report it, and publish a Hazing Transparency Report listing all violations involving student organizations.

The law also mandates that all Campus Security Authorities are mandatory reporters—meaning if they witness or receive a report of hazing, they are required by law to report it immediately to a designated office. Hazing incidents must be included in the College’s federally required Annual Security Report (ASR).

In addition to the College’s Hazing policy, members of the campus community should be aware of applicable jurisdictional laws pertaining to Hazing.

General Laws of Massachusetts

Chapter 269: Section 17. Hazing; organizing or participating; hazing defined

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. (Amended by 1987, 665.)

Chapter 269: Section 18. Failure to report hazing

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. (Amended by 1987, 665.)

Chapter 269: Section 19. Issuance to students & student groups, teams, & organizations

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 acknowledgment 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 postsecondary 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 postsecondary education shall file, at least annually, a report with the regents 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 an appropriate emphasis in the student handbook or similar means of communicating the institution's policies to its students. The board of regents and, in the case of secondary

institutions, the board of education, shall promulgate regulations governing the content and frequency of such reports and shall immediately report to the attorney general any such institution which fails to make such report. (Amended by 1987, 665.)

There are no applicable local laws relating to Hazing in the College's jurisdiction.

There are no applicable Tribal laws relating to Hazing in the College's jurisdiction.

Stop Campus Hazing Act Anti-Hazing & Anti-Hazing Policy

1. Purpose

Fisher College is committed to maintaining a safe, inclusive, and respectful campus. In compliance with the Stop Campus Hazing Act and Massachusetts state law, this policy prohibits all forms of hazing and outlines how to report, investigate, and prevent such behavior.

2. Definition of Hazing

any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that—

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including –
 1. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 2. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 3. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 4. causing, coercing, or otherwise inducing another person to perform sexual acts;
 5. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 6. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 7. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Hazing refers to any action or situation—intentional, knowing, or reckless—that endangers the physical, mental, or emotional health of an individual as part of joining, affiliating with, or maintaining membership in a group or organization.

Examples include but are not limited to:

- Physical abuse or forced exercise
- Forced consumption of alcohol, drugs, or substances
- Sleep deprivation
- Public humiliation
- Coercion or threats
- Acts of intimidation or embarrassment

3. Prohibited Conduct

Hazing is strictly prohibited in any form, regardless of intent or consent. This includes:

- Causing physical, mental, or emotional harm
- Pressuring individuals to engage in degrading or illegal behavior
- Requiring silence, secrecy, or cover-ups regarding harmful initiation practices
- Retaliating against someone who reports hazing

4. For purposes of the College's Hazing policy, the phrase "student organization" means "an organization at Fisher College (such as a club, society, association, varsity or junior varsity athletic team, club sports

team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the College.” While student organizations that are not recognized or established by the College are not subject to the College’s disciplinary jurisdiction, individuals who engage in violations of the standards of conduct outlined in the College’s Hazing policy will be held accountable regardless of whether the student organization in which the Hazing activities occurred is recognized or established by the institution.

Any student organization recognized or established by the College that is found to be responsible for violating the College’s Hazing policy will be recorded in the Campus Hazing Transparency Report. However, all reports of hazing involving student organizations that occur in the College’s Clery Geography will be included in the crime statistics regardless of whether the organization is established or recognized by the institution.

The College reserves the right to hold a sub-group of an organization accountable for Hazing policy violations, rather than the entire student organization, when circumstances reasonably indicate a sub-group, not the entire student organization, committed a Hazing policy violation. For example, affinity groups or position groups within an athletic team that meet the definition of student organization may be held accountable for Hazing in lieu of the entire athletic team.

5. Reporting Hazing

Any individual who experiences or witnesses Hazing is strongly encouraged to report the incident immediately. Any incident involving an in-progress crime or emergency should be reported immediately to the local law enforcement agency with jurisdiction by dialing 911.

Reports can be made in person, by phone, or by email using the contact information below.

Incidents of Hazing involving students can be reported to all Campus Security Authorities, including those listed below.

Incidents of Hazing involving employees can be reported to

- Campus Police or Campus Security 617-236-8888, campuspolice@fisher.edu
- Director of Human Resources, 617-236-8812, spinto@fisher.edu

Anyone may report hazing. Students are encouraged to report to any College Campus Security Authority, who is then required to escalate the report to:

- Vice President of Student Affairs, 617-670-4422 bperrin@fisher.edu
- Campus Police or Campus Security 617-236-8888, campuspolice@fisher.edu
- Director of Human Resources, 617-236-8812, spinto@fisher.edu

Reports may also be made directly to the above departments here at the college. Reports may be made anonymously. However, anonymous reporting may limit the College’s ability to respond fully.

Reporting by College Employees

Campus Security Authorities (“CSA”) are regularly trained on the Act’s definitions of “Hazing” and “Student Organizations”, the need to report “Hazing”, and the mechanism available for reporting hazing incidents. CSAs or Campus Police determine if alleged incidents meet the requirements of “Hazing” for inclusion in the Annual Security Report.

6. Investigations and Disciplinary Action

All reported hazing incidents will be investigated promptly:

- Student violations are handled by the Vice President of Student Affairs and Campus Police.
- Faculty/staff violations are handled by the Director of Human Resources.

If found responsible, individuals or organizations may face:

- Disciplinary probation

- Suspension or expulsion
- Revocation of organization recognition
- Legal action when applicable

All outcomes will be documented in accordance with federal reporting laws.

Upon receipt of a report alleging Hazing, the Vice President of Student Affairs or designee will review the report and determine if the alleged behavior, as described in the report, would constitute Hazing as defined by the College. The Vice President of Student Affairs, or designee, will also determine which College official(s) or office(s) have jurisdiction over the respondent(s). As it relates to the College's Hazing policy, the term "respondent" refers to a student, a recognized or registered student organization, or an employee who is alleged to have engaged in Hazing.

The Vice President of Student Affairs, or designee, is empowered to take reasonable steps to obtain additional information that may be necessary to determine if a policy violation has been alleged or to determine if an investigation is warranted. The Vice President of Student Affairs may consult with applicable College officials when determining which individual(s) or office(s) have jurisdiction over the respondent(s). When determining jurisdiction, the Vice President of Student Affairs or designee will consider:

- the nature of the alleged conduct,
- the circumstances of the report, and
- whether the respondent is a person or a student organization subject to the College's conduct standards.

These factors will also inform whether the procedures outlined in the [Student Code of Conduct](#) will be utilized to resolve the alleged misconduct. Allegations of Hazing involving a student or a student organization that is officially recognized by, or registered with, the College will be resolved using the procedures outlined in the [Student Code of Conduct](#). Allegations involving other respondents will be resolved using the policies and procedures applicable to the respondent's status.

Interim Action

In response to the report, the Vice President of Student Affairs, or designee, may impose an interim administrative action on a respondent prior to the resolution when a threat of imminent harm to persons or property exists, and/or there is potential for significant disruption to the community that exists during the course of investigation. If the respondent is an employee, the applicable College official(s) may impose interim administrative action consistent with the policies and procedures applicable to the employee.

Interim action is not a sanction. It is taken in an effort to protect the safety and well-being of individuals and the College community. Interim administrative action is preliminary in nature; it is in effect only until there is a resolution of the matter. The respondent may challenge the interim action in writing to the next level of conduct authority within five (5) days of the imposition of the interim action. The interim action will be in effect during the challenge.

Investigation

If an investigation is warranted, the Vice President of Student Affairs or designee, shall appoint one or more investigators to conduct a prompt, thorough, and impartial investigation. External investigators may be appointed at the discretion of the Vice President of Student Affairs. Reports of alleged Hazing that also allege violations of the College's [Sexual Misconduct Policy](#) will be coordinated between the Vice President of Student Affairs (or designee), and Title IX Coordinator to determine the appropriate investigation and/or resolution procedures.

The respondent (typically the president for a registered/recognized student organization, or its equivalent for an established organization) will be sent a written notice of the allegations by way of their College supplied e-mail account. If the student organization has a national or oversight entity, that entity may be apprised of the College's investigation at the discretion of the Vice President of Student Affairs. The national or oversight entity cannot speak on behalf of or represent the student organization.

Reasonable efforts will be made to complete the investigation in a timely manner. Typically, the College will aim to complete an investigation into allegations of Hazing within 45 business days of providing written notice of the investigation to the respondent, though investigations may extend beyond 45 business days as circumstances require.

During the investigation, the respondent will be provided with an opportunity to: provide information through an in-person or virtual interview, submit a written account, provide the names of incident witnesses for possible interviews with the investigator(s), provide witness statements, and provide any documentation that may be relevant to the facts of the allegations. However, the investigator(s) may consider information from any sources the investigator(s) deem relevant and credible. The investigator(s) will make reasonable efforts to obtain relevant supporting documentation related to the allegations from other College official(s) or available resources.

Upon completion of the investigation, the investigator(s) will prepare an investigation report. The investigation report will summarize the information gathered and include detailed findings-of-fact regarding the behaviors in question.

The investigator(s) will determine whether each respondent violated the College's Hazing policy and document these findings in the investigation report. The investigator will impose appropriate sanctions in accordance with the [Student Code of Conduct](#) for students or student organizations found to have violated the College's Hazing policy. If the [Student Code of Conduct](#) does not provide the investigator(s) with sanctioning authority over a respondent, the investigation report will be forwarded to the College official(s) authorized to impose appropriate sanctions.

All respondents will be informed, in writing, of the College's findings and any sanctions imposed. Any opportunity for the respondent to appeal will follow the relevant policies and procedures applicable to the respondent.

Respondents who violate the College's Hazing policy will be subject to conduct sanctions, which may include probation, loss of privileges, loss of recognized/registered status, mandatory training or education, suspension, expulsion, administrative leave, revocation of tenure, or termination. Respondents can also face sanctions under other College policies as well as criminal or civil penalties imposed under applicable law.

7. Prevention & Education

Fisher College requires:

- Annual hazing prevention training for all student organizations, including athletic teams
- Educational programming for all incoming students, faculty, and staff
- Updates to training in response to new incidents or trends

The College provides Hazing prevention and awareness programs that are informed by research, campus-wide in scope, and designed to reach all students, staff, and faculty. Programs address various topics, including:

- the College's definition of Hazing, including a clear statement that the College prohibits Hazing;
- the definition of Student Organization, as it applies to the College's Hazing policy;
- how to report Hazing;
- the process the College will use to investigate reports of Hazing;
- information on applicable local, State, and Tribal laws regarding Hazing; and
- primary prevention strategies intended to stop Hazing before it occurs

These programs are part of the College's comprehensive strategy to prevent incidents of Hazing before they occur. These programs also raise awareness about the College's Campus Hazing Transparency Report that summarizes findings concerning student organizations established or recognized by the College that have been found responsible for violating the College's Hazing policy.

8. Retaliation

Retaliation against any individual for reporting hazing or participating in an investigation is strictly prohibited and may result in disciplinary action, including expulsion.

9. Public Disclosure & Reporting Requirements

In accordance with the Clery Act and Stop Campus Hazing Act, Fisher College will:

- Include hazing incidents in its Annual Security Report (ASR)
- Maintain and publish a Hazing Transparency Report twice per year beginning in 2025, listing all hazing violations and outcomes involving student organizations

Campus Hazing Transparency Report

As required by the Stop Campus Hazing Act, the College publishes a Campus Hazing Transparency Report that summarizes findings concerning student organizations established or recognized by the College that have been found responsible for violating the College's Hazing policy. The Transparency Report will be updated to include new findings of organizational responsibility no less than twice annually following a final determination that a student organization has violated the College's Hazing policy. The first Transparency Report will be published by December 23, 2025, unless no organizations have been found responsible for Hazing at that time, as the College is not required to publish a Transparency Report until a student organization has been found responsible for violating the College's Hazing policy on or after July 1, 2025.

Each entry published to the Transparency Report will include, at a minimum, the following information:

- the student organization;
- a general description of the violation that resulted in a finding of responsibility;
- whether the violation involved the abuse or illegal use of alcohol or drugs;
- the findings of the institution (i.e., the rationale for finding the organization responsible for Hazing);
- any sanctions placed on the student organization; and
- the dates on which—
 - the incident was alleged to have occurred,
 - the investigation into the incident was initiated,
 - the investigation ended with a finding that a Hazing violation occurred, and
 - the student organization was provided notice that the incident resulted in a Hazing violation.

The Transparency Report can be found [here](#). On this page, the College also publishes additional information, including:

- A statement notifying the public of the availability of Hazing statistics that are published in the [Annual Security Report](#);
- Information about the institution's policies relating to Hazing; and
- Information on applicable local, State, and Tribal laws regarding Hazing.

10. Questions or Reports

To ask questions, report hazing, or seek support:

- Contact the Vice President of Student Affairs
- Reach out to Campus Police/Security
- Email or call the Director of Human Resources

This policy will be reviewed annually to ensure ongoing compliance with state and federal law. Hazing is not a tradition—it is a crime.

Anti-Bullying Policy

Fisher College accepts and endorses state Senate bill #699, "An Act Addressing Workplace Bullying, Mobbing, and Harassment, Without Regard to Protected Class Status," as proposed, and further accepts and endorses any amendments made to this bill, as well as the bill in its final form that is signed into law by the Commonwealth of Massachusetts. Fisher College prohibits conduct that may be interpreted as bullying or harassment as described in this policy. All Fisher College students have the freedom to pursue their studies and professional goals without the threat of bullying or harassment. Members of the Fisher College community are expected to respect all other members of the community and behave in a manner that is welcoming of others, regardless of their backgrounds. All members of the College community are expected to behave in a manner that demonstrates proper regard for the rights and welfare of others. Complaints of bullying should be reported immediately to the Fisher College Police Department or the Dean of Students Office located in the College Mall.

Complaints will be investigated and forwarded to the Student Conduct Coordinator for review in a timely manner. Alleged student conduct violations stemming from complaints will be processed in accordance with the student conduct procedures outlined in the Code of Conduct.

Notification to Victims of Crimes of Violence

The College will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

References

- Student Right-to-Know Act (Public Law 101-542)
- Higher Education Technical Amendments of 1991 (Public Law 102-26)
- Higher Education Technical Amendments of 1993 (Public Law 103-208)
- Higher Education Opportunity Act (HEOA) of 2008 (Public Law 110-315)
- 20 U.S.C. 1092(f)
- 20 U.S.C. 1094
- 34 CFR 668
- [Fisher College Student Code of Conduct 2025-2026](#)

Policy Statement Addressing Security Awareness Programs for Students and Employees

During summer registration days and at the beginning of the fall and spring semesters, students and their parents are informed of services offered by the Fisher College Police Department. Students are told about safety and theft prevention; similar information is shared with staff during their onboarding process. Crime Prevention Programs, Sexual Assault Prevention Programs, Domestic and Dating Violence, and Stalking programs are offered by the College staff, including the Nurse, Student Activities, Counselors, etc. During the 2023-2024 academic year, Fisher College offered approximately 28 crime prevention and security awareness programs. Topics such as personal safety, residence hall security, drug and alcohol abuse awareness, and sexual assault prevention are some examples of programs offered during the prior academic year.

All crime prevention and security awareness programs encourage students, and employees are encouraged to be responsible for their own security and the security of others.

Sexual Assault Awareness and Prevention

The potential for occurrences of sexual assault is a reality for all colleges and universities, regardless of their location. As discussed more fully below in the College's statement of policy on sexual assault, Fisher will not tolerate sexually hostile conduct of any type, whether in the nature of sexual assault or sexual harassment.

The College actively endeavors to educate students and staff concerning sexual assault awareness through, among other things, the distribution of educational literature and informal dissemination of information to on-campus residents through the Office of Housing and Residence Life. The College brings in outside organizations such as True To Life and the Boston Area Rape Crisis Center, which also provides interactive educational programming for students.

The College recognizes the value of relationships between Resident Assistants and on-campus residents in the effort to communicate messages about personal safety. Therefore, Resident Assistants are an important component of the College's efforts to raise awareness about sexual assault. In coordination with Counseling Services, the Office of Housing and Residence Life provides annual sexual assault response and education training to all new and returning Resident Assistants prior to the arrival of students on campus each fall and spring. These trainings are designed to facilitate communication between Resident Assistants and residents and to foster students' trust in bringing allegations of sexual assault to the College's attention.

Policy Statement Addressing Crime Prevention Programs for Students and Employees

Crime prevention programs on personal safety and theft prevention are sponsored by various campus departments throughout the year. The Fisher College Police Department personnel facilitate programs for students, parents, and staff during orientations and summer registration days. Some of the crime prevention programs offered are safety awareness, safety in the city, alcohol and drug awareness, and sexual assault prevention.

Personal Safety Workshops

In an effort to educate the Fisher community about the safety and security realities accompanying life in a large city, the Fisher College Police Department provides opportunities for all members of the community to learn about precautions for avoiding victimization. Officers conduct crime awareness workshops for Fisher community members during student and employee orientations, which are designed to enhance awareness and improve personal safety.

Crime Bulletins and Alerts

The Fisher College Police Department periodically distributes crime bulletins or alerts to inform members of the Fisher Community about incidents of crime in the areas surrounding the College. These bulletins and alerts are also circulated at times, not in response to a specific incident, but as general reminders to community members about measures to be taken to enhance personal and property security.

Boston Campus Crime Statistics Reported for 2022, 2023, and 2024

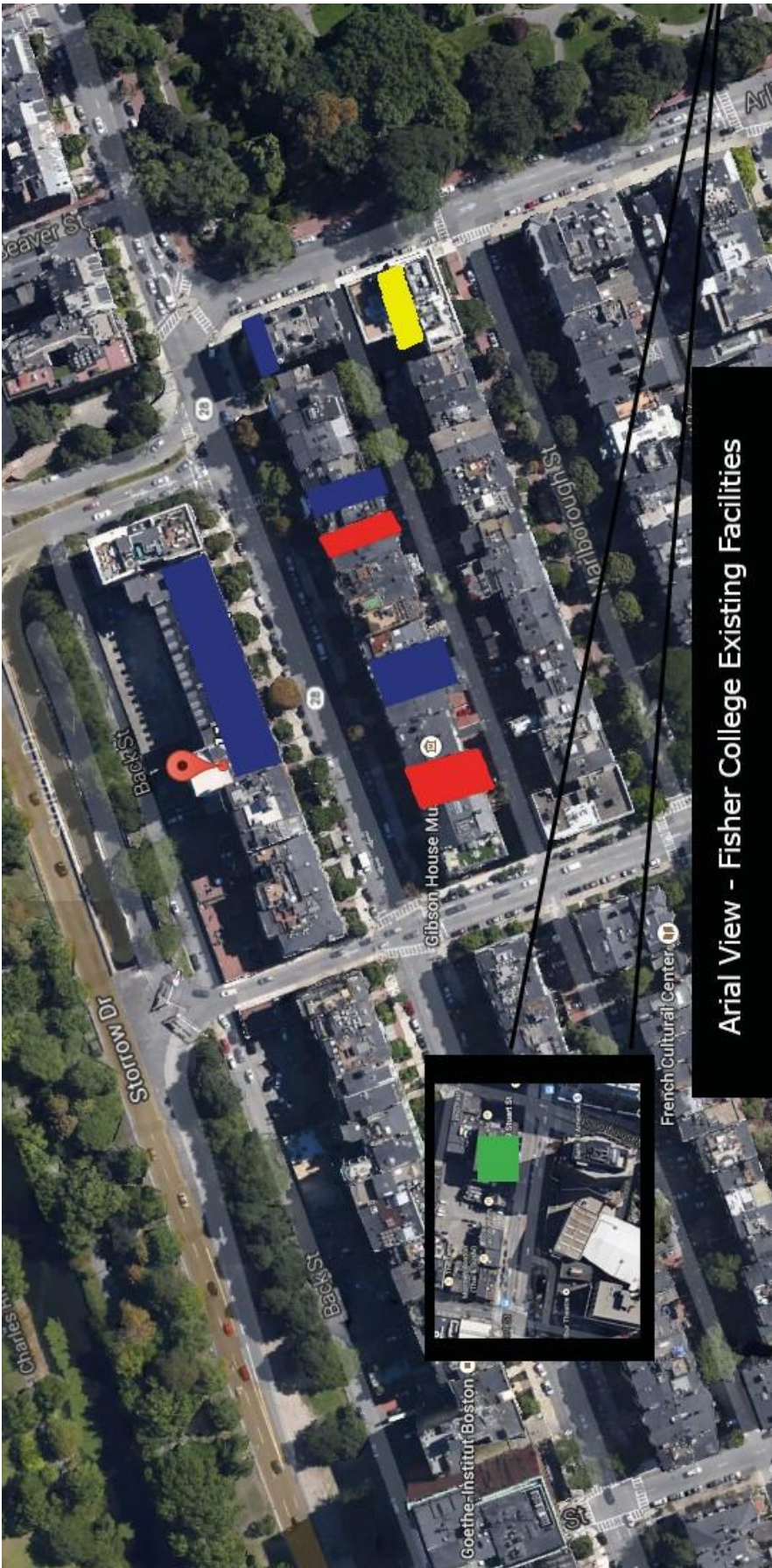
Criminal Offenses	Year	Total On Campus (includes On Campus Residential)	On Campus Residential	Public Property
Murder/ Non-Negligent Manslaughter	2022	0	0	0
	2023	0	0	0
	2024	0	0	0
Manslaughter by Negligence	2022	0	0	0
	2023	0	0	0
	2024	0	0	0
Sex Offenses, Rape	2022	0	0	0
	2023	1	1	0
	2024	0	0	0
Sex Offenses, Fondling	2022	1	1	0
	2023	0	0	0
	2024	2	2	0
Sex Offenses, Incest	2022	0	0	0
	2023	0	0	0
	2024	0	0	0
Sex Offenses, Statutory Rape	2022	0	0	0
	2023	0	0	0
	2024	0	0	0
Robbery	2022	0	0	0
	2023	0	0	0
	2024	0	0	0
Aggravated Assault	2022	1	1	0
	2023	0	0	0
	2024	0	0	0
Burglary	2022	4	4	0
	2023	4	4	0
	2024	2	2	0
Motor Vehicle Theft	2022	0	0	0
	2023	0	0	0
	2024	0	0	0
Arson	2022	0	0	0
	2023	0	0	0
	2024	0	0	0
There were two unfounded crimes in 2022 and none in 2023 and 2024.				

Arrests	Year	Total On Campus (includes On Campus Residential)	On Campus Residential	Public Property
Liquor Law Violations	2022	0	0	0
	2023	0	0	0
	2024	0	0	0
Drug Law Violations	2022	0	0	0
	2023	0	0	0
	2024	0	0	0
Illegal Weapons Possessions	2022	0	0	0
	2023	0	0	0
	2024	0	0	0





REFERRALS - Campus Disciplinary Action	Year	Total On Campus (includes On Campus Residential)	On Campus Residential	Public Property
Liquor Law Violations	2022	8	8	0
	2023	23	23	0
	2024	14	14	0
Drug Law Violations	2022	1	1	0
	2023	0	0	0
	2024	0	0	0
Illegal Weapons Possessions	2022	4	4	0
	2023	0	0	0
	2024	0	0	0

VAWA Offenses	Year	Total On Campus (includes On Campus Residential)	On Campus Residential	Public Property	Unfounded
Domestic Violence	2022	5	5	0	0
	2023	2	2	0	0
	2024	0	0	0	0
Dating Violence	2022	4	4	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Stalking	2022	1	1	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Boston Campus



Aerial View - Fisher College Existing Facilities

-  Fisher College Institutional Buildings
-  Fisher College sold 10/2017
-  Fisher College Owned/Rented to Others
-  Fisher College On-Campus Housing (19 Stewart Street)

Fisher College Fire Safety Report

All Residents, Residents Assistants, and Resident Directors on the Boston campus receive fire safety training during orientation. Topics include a review of the fire prevention policies and evacuation procedures. At least one fire drill for residence halls is conducted during the year. Participation in fire safety training is mandatory, and failure to evacuate the building during a fire alarm may result in disciplinary action. The Fisher College Public Safety Department and other staff members will review the drill's performance to identify problems.

Commuter students and faculty of the Boston campus also participate in fire drills in classroom locations.

Fire Safety Alarm Systems/Fire Equipment

Residential buildings, including 102, 104, 106, 112, 114, 116, 131, and 133 Beacon St, are completely covered by an integrated automatic sprinkler and fire alarm system, monitored 24 hours a day, seven days a week by the Fisher College Police Department. The buildings are equipped with emergency lighting designed to activate automatically whenever there is a power outage. Emergency lighting and exit signage ensure a high degree of safety at all times.

Each building is equipped with a fire alarm system, which includes heat and smoke detectors. There is an audible alarm and visible strobe indicating an emergency. These devices are mounted above head level and in several conspicuous locations throughout the residence hall floors. The audible alarm is a continuous sound, whereas the strobe is an intermittent white flash. The signals are distinctive, and the audible alarm is above ambient noise levels. The alarms are connected to alarm pulls and smoke detectors located throughout the buildings. Once an alarm is triggered, it can only be shut off at their respective main panels. The Boston Fire Department will signal an all-clear, and only then will the alarm system be turned off.

Residence hall rooms are equipped with sprinkler systems. These systems will trigger based on pre-established settings based on temperature. Each system is tested on a routine basis with scheduled preventative maintenance. If a system is found to be defective or to require repair, a work order is submitted and completed immediately.

Some building floors are equipped with appropriate fire extinguishers mounted on walls in visible locations and are appropriately labeled and inspected.

The college does not own 19 Stuart Street. 19 Stuart Street, Boston, MA, is a single leased floor. Fisher College does not conduct fire drills nor maintain the fire systems in these buildings

Reporting Fires

Per federal law, Fisher College is required to annually disclose statistical data on all fires that occur in on-campus student housing facilities. Therefore, if you encounter a live fire in one of these facilities, you should immediately get to a safe place and then dial 911. Once the emergency has passed, you should notify Fisher College Police at (617) 236-8880 to investigate and document the incident for disclosure in the College's annual fire statistics.

If a member of the Fisher College community finds evidence of a fire that has been extinguished, and the person is not sure whether Campus Police has already responded, the community member should immediately notify Fisher College Police at (617) 236-8880 to investigate and document the incident for disclosure in the College's annual fire statistics.

Fire Safety Systems

Residential Facilities	Fire Alarm Monitoring Done On Site	Partial ³ Sprinkler System	Full ⁴ Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans/Placards	Number of Evacuation (fire) drills in 2024
102 Beacon St	Yes, and by Convergent	No	Yes	Yes	Yes	Yes	2
104 Beacon St	Yes, and by Convergent	No	Yes	Yes	Yes	Yes	2
106 Beacon St	Yes, and by Convergent	No	Yes	Yes	Yes	Yes	2
112 Beacon St	Yes, and by Convergent	No	Yes	Yes	Yes	Yes	2
114 Beacon St	Yes, and by Convergent	No	Yes	Yes	Yes	Yes	2
116 Beacon St	Yes, and by Convergent	No	Yes	Yes	Yes	Yes	2
131 Beacon St	Yes, and by Convergent	No	Yes	Yes	Yes	Yes	2
133 Beacon St	Yes, and by Convergent	No	Yes	Yes	Yes	Yes	2
19 Stuart St*	Yes, and by AFA	No	Yes	Yes	Yes	Yes	0

*19 Stuart Street is not owned by the college. 19 Stuart St, Boston, MA, is a single leased floor and is rented by the College. Fisher does not conduct fire drills, nor does the college maintain the fire systems in this building.

Safety Inspections

Residence Life staff performs residential inspections approximately once a month. The inspections are conducted to identify safety violations as well as conditions that may be detrimental to the health or well-being of the residential community. Facilities staff also conduct inspections of the residence halls to identify hazards and check the fire suppressions and smoke alarm system.

Prohibited Items

To safeguard the welfare of all residents, regulations exist regarding appliances allowed in rooms. In an effort to conform to health and safety standards, the following items are prohibited from the residence halls and will result in immediate confiscation:

- Smoking, including but not limited to cigarettes, drugs, vaping
- Air conditioners
- Open flame devices
- Curtains
- Outside furniture
- decorative lights

³ Partial Sprinkler System is defined as having sprinklers in the common areas only.

⁴ Full Sprinkler system is defined as having sprinklers in both the common areas and individual rooms.

- Irons without an automatic shut-off
- Halogen lamps
- Microwaves
- All cooking appliances
- Use of candles and incense
- Heating blankets and pads
- Heating coils
- Sun lamps
- Extension cords
- Possession of explosives and flammable liquids
- Live trees and plants
- Hover boards

Resident Student Evacuation Procedures

- SOUND THE ALARM
 - If you discover or suspect a fire, sound the building fire alarm.
 - If there is no fire alarm in the building, warn other occupants by knocking on doors and shouting “fire” as you leave the building or use other prepared methods as outlined in this Emergency Action Plan (EAP).
- CALL THE FIRE/POLICE DEPARTMENT
 - Dial 911.
 - Give as much information as possible to the 911 operator.
- EXITING A ROOM
 - Before opening any door, feel the doorknob with the back of your hand. Do not open the door if it is hot.
 - Brace yourself behind the door, crouch low, and open the door slightly if it is warm.
 - Stay low if the area is smoky. If heat or heavy smoke is present, close the door and stay in your room.
- LEAVE THE BUILDING
 - Try to rescue others ONLY if you can do so safely.
 - Move away from the building and out of the way of the fire department.
 - Go to your department’s designated assembly point.
 - Don’t go back into the building until the fire department says it is safe to do so.

Procedures to Follow in Case of a Fire

If you use an extinguisher to fight a fire, have someone dial 911 and pull the fire alarm to start the evacuation. Portable fire extinguishers are to be used by trained personnel only and are intended for use on incipient fires (e.g., a waste basket fire). If you discover that someone extinguished a fire, but no one was notified, contact the Fisher College Police Department (8880 from a campus phone (617) 236-8880 from a cell phone or external phone line) to review the cause of the fire. The Boston Fire Department will be notified and may investigate the fire. Otherwise, immediately evacuate. Hazardous equipment or processes should be shut down before leaving unless doing so presents a greater hazard. Remember to close all doors.

Assist anyone who may be in danger, if you can do so without endangering yourself. Exit the building in a calm manner using the stairs - never use elevators. After you have left the building, go to your pre-

designated assembly point and remain there. Remain outside the building, even if the alarm is silenced until the fire department has given the "all clear."

Maintain a safe distance from the building, to allow ample room for emergency personnel and equipment to access the building. Report to your designated assembly area.

- IF PRIMARY AND ALTERNATE ESCAPE ROUTES ARE BLOCKED:
 - Go back to your room, close the door, and call 911 to report your location.
 - Seal the cracks around the door to prevent smoke from entering.
 - Open the window a few inches for fresh air and hang a brightly colored cloth or bed sheet out the window to alert the Fire Department to your location. If you have a flashlight, use it to signal at night.
 - If smoke gets in your room, keep low and dampen a cloth with water, place it over your nose, and breathe lightly through it.
 - Stay calm. Do not jump from windows above the second floor. Rescue personnel have the proper equipment to get to you quickly.

Fire Safety Education and Training Programs

Fire safety education programs for all students living in on-campus student housing and all employees that have any association with on-campus student housing are held at the beginning of each semester. These programs are designed to: familiarize everyone with the fire safety system in each housing facility, train everyone on the procedures to be followed in case there is a fire and distribute information on the College's fire safety policies. Everyone is also provided with maps of each on-campus student housing facility that illustrate evacuation routes and fire alarm equipment locations. During these programs, trainers emphasize that participating in fire drills is mandatory. Students with disabilities are given the option to have a "buddy" assigned to them.

Faculty and staff are provided education on fire safety and information on how to report a fire, or evidence of a fire, to whom, and procedures to be followed for non-residential buildings on campus when a fire alarm signals.

Each Fisher College building has fire evacuation plans posted in common areas. All employees are encouraged to become familiar with the escape routes for all buildings and floors and the locations of fire extinguishers, hoses and alarms. In the event of a fire or evacuation, every employee should follow the fire safety evacuation route and vacate the premises until the officials in charge declare the premises safe to enter. Exits and areas around fire extinguishers must be kept clear at all times. Periodic fire safety inspections and drills are held to test equipment and procedures.

Daily Fire Log

The Fisher College Police Department, located at 116 Beacon Street, Boston, MA 02116, is responsible for keeping a log that records all fires in student housing facilities. The Fire Log includes each fire's nature, date, time, and general location.

Fisher College General Fire Safety Policies

Smoking

In an effort to be sensitive to the needs and concerns of non-smokers and smokers alike and to create a safe, healthful, and comfortable environment for all the members of the Fisher College Community, the following policy governing smoking has been implemented. Fisher has established a no-smoking policy throughout the College as noted earlier in this document. No Smoking is allowed in common areas, which include corridors, classrooms, auditoriums, or residence halls. There is a smoking area located behind

116 Beacon Street and in the rear courtyard of 1 Arlington Street (smoking is currently banned from this area due to COVID-19 concerns and protocols). Further, students are strongly encouraged to not smoke on the Beacon Street side of the College. This policy results from the College's compliance with the Massachusetts Clear Air Act. If a student is smoking on the Beacon Street side and a student or employee complains about smoke entering via a window etc. the student will be required to move to the designated smoking area. Smoking is not allowed on the stairways to any buildings. Failure to abide by the smoking policy will result in disciplinary action. The College also offers educational programs regarding the hazards of smoking. Students seeking to learn more about these hazards or interested in quitting smoking can contact the Health Services Office and/or the Counseling Center.

Cooking

Students living in the residence halls are encouraged to make full use of their Aramark Meal plan. Students living in residence halls are permitted to use the microwave ovens provided in the cafeteria and lounge areas of the building. No electrical cooking appliances are allowed on campus including personal microwaves, hot pots, George Foreman Grills, toasters, toaster ovens, coffee pots, popcorn poppers, water boilers, etc. Students setting off the fire alarm for improper use of the microwave may be assessed any charges for damage and/or fire department response.

Fire Hazards

Students shall not permit combustible material to be kept on the premises and shall take every precaution to prevent fires. Fire escapes including balconies and fire stairs shall be kept clear of all items and shall be used in case of emergency only. Students are also not permitted to hang curtains, tapestries, posters, etc. on or from windows, on sprinkler systems or over lights.

Future Plans for Fire Safety Improvement

Fisher College continually looks to upgrade where necessary. In 2015, new sprinklers were installed in the ground level of the 102-118 buildings, and an egress was added to the side of the 102 residence hall. The college has spent substantial funds to install fire sprinkler systems in all resident hall rooms, fire panels, and expired smoke and heat detectors. This year, the College replaced the fire safety panels throughout the campus. The college will continue to assess needed improvements on an as-needed basis. Planned improvements coincide with scheduled renovation, summer projects, and/or new construction. Fisher College will focus on enhancing and improving the fire safety training in the next year as well as increasing the number of supervised fire drills.

Fire Statistics

Statistics and Related Information Regarding Fires in Residential Facilities for 2022

Residential Facilities	Total Number of Fires in Each Building	Fire Number	Cause & Category of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
102 Beacon St	0	0	0	0	0	\$0.00
104 Beacon St	0	0	0	0	0	\$0.00
106 Beacon St	0	0	0	0	0	\$0.00
112 Beacon St	0	0	0	0	0	\$0.00
114 Beacon St	0	0	0	0	0	\$0.00
116 Beacon St	0	0	0	0	0	\$0.00
131 Beacon St	0	0	0	0	0	\$0.00
133 Beacon St	0	0	0	0	0	\$0.00
19 Stuart St	0	0	0	0	0	\$0.00
523 Newbury St	0	0	0	0	0	\$0.00

Statistics and Related Information Regarding Fires in Residential Facilities for 2023

Residential Facilities	Total Number of Fires in Each Building	Fire Number	Cause & Category of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
102 Beacon St	0	0	0	0	0	\$0.00
104 Beacon St	0	0	0	0	0	\$0.00
106 Beacon St	0	0	0	0	0	\$0.00
112 Beacon St	0	0	0	0	0	\$0.00
114 Beacon St	0	0	0	0	0	\$0.00
116 Beacon St	0	0	0	0	0	\$0.00
131 Beacon St	1	1	Burnt food (unintentional)	0	0	\$0.00
133 Beacon St	0	0	0	0	0	\$0.00
19 Stuart St	0	0	0	0	0	\$0.00

Statistics and Related Information Regarding Fires in Residential Facilities for 2024

Residential Facilities	Total Number of Fires in Each Building	Fire Number	Cause & Category of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
102 Beacon St	0	0	0	0	0	\$0.00
104 Beacon St	0	0	0	0	0	\$0.00
106 Beacon St	0	0	0	0	0	\$0.00
112 Beacon St	0	0	0	0	0	\$0.00
114 Beacon St	0	0	0	0	0	\$0.00
116 Beacon St	0	0	0	0	0	\$0.00
131 Beacon St	0	0	0	0	0	\$0.00
133 Beacon St	0	0	0	0	0	\$0.00
19 Stuart St	0	0	0	0	0	\$0.00