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A MESSAGE FROM THE CHIEF OF POLICE

The Department of Public Safety (DPS) is making available the Annual Security Report to all members of the Brown Community. This report contains information on campus security, policies and procedures at Brown University, as well as certain crime statistics reported to DPS and Providence Police.

The safety and well-being of our students, faculty, staff, alumni and visitors is top priority. DPS is committed to providing the highest level of professional police and public safety services and works in conjunction with several departments and agencies to ensure and maintain a safe learning and working environment.

The information provided in this report is designed to be a resource and to alert the campus community of the current programs, policies and procedures related to crime awareness and reporting at Brown University. This report also includes statistics for the previous three years concerning reported crimes that occurred: on campus, in certain off-campus buildings, properly owned or controlled by Brown University, and on public property within or immediately adjacent to and accessible from the campus.

This information is being provided in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. The Jeanne Clery Act is a federal law that requires colleges and universities across the United States to disclose timely and annual information about campus crime and security policies. We encourage all members of the Brown University Community to use this report as a guide and to take an active role in maximizing your personal safety, both on and off campus.

This publication is made available on October 1st each year and can be accessed online at the below website. Copies of this report are available at the Department of Public Safety Headquarters, located at 75 Charlesfield Street, Providence RI. You can request a copy by mail by contacting DPS at (401) 863-3103.

http://brown.edu/go/2015ASR

For fire safety procedures, statistics, reports and documentation, refer to the Annual Fire Safety Report at:


Mark J. Porter
Executive Director
Chief of Public Safety
Department of Public Safety Staffing, Authority, and Jurisdiction

The Brown University Department of Public Safety (DPS) is a fully-accredited police department through the Commission on the Accreditation of Law Enforcement Agencies (CALEA), which administers a rigorous accreditation process whereby law enforcement agencies must adhere to over 480 standards.

DPS is a full-service Law Enforcement Agency that provides a wide array of police and public safety services to the Brown Community. DPS is comprised of two major divisions. The Police and Law Enforcement Division, which is our largest division, is primarily responsible for the safety and security of the entire campus community. This division consists of over 80 members who are responsible for crime deterrence, crime investigation, dignitary protection, emergency response and handling routine calls for service. Our police, public safety and security officers patrol Brown’s campus by vehicle, bicycle and foot twenty-four hours a day, seven days a week.

The division’s sworn police officers are required to attend a state certified police academy and are also licensed as Rhode Island Special State Police Officers. All sworn officers have full arrest powers and are authorized to enforce state statutes and university rules and regulations.

Our Administrative Services Division is responsible for strategic and fiscal planning, building security, technology, community relations and outreach for the department. The Administrative Services Division is also responsible for administering the University’s building access and security systems. All residence halls require card access and are equipped with door alarms. When exterior doors are propped open, or access is gained illegally, an alarm is generated. This division also includes a Community Relations and Outreach Bureau that coordinates safety and educational programs for members of the community, as well as providing crime victim support and advocacy.

The Brown University Department of Public Safety staffs and operates a twenty-four hour state-of-the-art Dispatch Communications Center. The Center handles all emergency and non-emergency calls for service and dispatches officers via a state-wide 800 MHz Radio System.

Public Safety uniformed personnel include all supervisory staff, campus police officers, public safety/security officers, communication control officers and building guards. All officers are equipped with two way radios.

Campus police officers are licensed by the Superintendent of the Rhode Island State Police with police authority on University property and adjacent streets. Every police officer has completed training and is a graduate of the Rhode Island Municipal Police Academy or an equivalent Academy Certified by the Rhode Island Police Officers Committee on Standards and Training. All police officers are required to meet annual licensure qualifications as designated by Rhode Island state law. DPS personnel work in a collaborative manner with the Providence Police Department (PPD). DPS detectives work with PPD to coordinate the follow-up of particular criminal matters. DPS, as required by federal law, forwards hate crimes statistics to the Rhode Island State Police (RISP). The National Crime Information Center Network, which is coordinated through the RISP computer system, houses a terminal at department headquarters.
Local and Other Law Enforcement Agencies

The Brown University Department of Public Safety maintains a cooperative relationship with the Providence Police Department and the Rhode Island State Police. This cooperation includes participation in a police radio and computer network, training programs, special events coordination, assistance with imminent or active threats to the community, investigation of serious crimes, and patrolling areas and responding to incidents involving criminal activity at the off campus locations of student organizations or housing that are officially recognized by Brown University. We meet with Providence Police weekly to discuss campus crimes and other police intelligence matters. Lastly the RISP, PPD, United States Secret Service, and the Federal Bureau of Investigation work with University police whenever a domestic, national or international dignitary visits the Brown University campus.

The Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (also known as the Clery Act), requires colleges and universities to:

1. Publish an annual report every year by October 1st that contains three years of campus crime and fire safety statistics as well as campus security policy statements.
2. Have a public crime log.
3. Disclose crime statistics for incidents that occur on campus, in unobstructed public areas immediately adjacent to or running through the campus and at certain non-campus facilities including Greek housing and remote classrooms. The Clery Act requires reporting of crimes in the following categories: Criminal Homicide (includes murder and non-negligent manslaughter), sex offenses (rape, fondling, Incest, statutory rape), robbery, aggravated assault, burglary, motor vehicle thefts, arson, domestic violence, dating violence and stalking. Schools are also required to report statistics for the following categories of arrests or referrals for campus disciplinary action (if an arrest was not made): Liquor law violations, drug law violations and weapons possession. Hate crimes must be reported by category of prejudice, including race, gender, religion, sexual orientation, ethnicity, and disability. Statistics are also required for four additional crime categories if the crime committed is classified as a hate crime: Larceny/theft, simple assault, intimidation and destruction/damage/vandalism of property.
4. Issue timely warnings about Clery Act crimes which pose a serious or ongoing threat to students and employees.
5. Devise an emergency response, notification and testing policy.
6. Compile and report fire data to the federal government and publish an annual fire safety report.
7. Enact policies and procedures to handle reports of missing students.

Preparing the Annual Security Report

In preparing our annual disclosure of crime statistics, it is Brown University’s Department of Public Safety’s policy to collect information reported directly to us and also to formally request information about crimes and disciplinary referrals from Campus Security Authorities (campus officials with responsibility for student and campus activities, including representatives from the Office of Campus Life and Student Services, the Department of Athletics, Human Resources, and Institutional Diversity; see
below for more information). In addition, we collect statistics from local law enforcement agencies with jurisdiction for areas where Brown University property is located or areas frequented by students:

- Bristol Police Department
- East Providence Police Department
- Pawtucket Police Department
- Providence Police Department

*Note that local police departments are not required to provide statistics, however documentation is required to show a good faith effort was made.*

All statistics are reviewed by Public Safety staff members for accuracy and then forwarded to the Chief of Police for final review and approval. Once approved, statistics are submitted electronically to the Department of Education.

By October 1st of each year, the Department of Public Safety sends an email notification to the entire Brown University community of the report’s availability. This email contains a brief description of the information contained in the report as well as a direct web link to the report.

Brown University’s Annual Fire Safety Report is published in a separate document that is available on the Fire Safety Office website. A link to this report is included in the Department of Public Safety’s email notification as well.

**Daily Crime Log**

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990 (“Clery Act”) requires colleges and universities to have a daily crime log. The purpose of this log is to provide criminal or alleged criminal activity which is reported to the University and surrounding areas. This log includes incident classification, report number, reported date and time, occurrence date and time, location of incident and disposition, does not include any identifying information about persons involved in an incident. The Department of Public Safety is responsible for maintaining this log for the university and for ensuring that is updated within two business days of being notified of an incident.

To view the log for the most recent 60-day period, please visit the Department of Public Safety, 75 Charlesfield Street, Providence RI during normal business hours, (Monday through Friday 8:30am to 4:30pm). The fire log is available at the Office of Environmental Health & Safety, 164 Angell Street, Providence, RI.

Public Safety retains Daily Crime Logs for seven years. Requests for logs that are more than 60 days old will be fulfilled within two business days.

**Campus Security Authorities**

A Campus Security Authority (CSA) is a term used in the Clery Act to describe someone who has significant responsibility for student and campus activities. The regulations that govern the Clery Act
define a CSA as:

1. A campus police department or a campus security department of an institution.
2. Any individual or individuals who have responsibility for campus security but who do not constitute a campus police or security department, such as an individual who is responsible for monitoring entrance into institutional property.
3. Any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report offenses.
4. An official of an institution who has significant responsibility for student and campus activities, including but not limited to, student housing, student discipline, and campus judicial proceedings.

Pastoral and Professional Counselors on campus are not considered to be CSA’s when they are acting in the role of pastoral or professional counselors and are not required to report Clery reportable offenses. Professional counselors at the University are encouraged to inform persons being counseled of the procedures to report crimes on a voluntary, confidential basis to a CSA or the Department of Public Safety.

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

Professional Counselor: An employee whose official responsibilities include providing psychological counseling to members of the institution’s community and who also functions within the scope of their license or certification.

Reporting Criminal Offenses

The following offices are designated by the University to receive complaints of criminal offenses. Complaints of criminal activity on campus should be filed with Brown’s Department of Public Safety as it is the University’s law enforcement unit. Students and employees of Brown should report crimes to Public Safety by calling (401) 863-3322. Prompt and accurate reporting to Public Safety is important for it facilitates improved investigation and the preservation of evidence. If you prefer not to report alone, you can bring a friend or go through several support offices on campus. Those who prefer to speak with a non-uniformed advocate of the department can call Public Safety’s Special Victims Unit at (401) 863-2542, the detectives, days (401) 863-3412, (401) 863-5376 evenings (401) 863-5292, (401) 863-5291. Reports to Public Safety may form the basis of criminal charges (violations of state or federal law) and/or University discipline cases (violations of Tenets of Community Behavior or offenses under the Standard of Conduct). The victim’s wishes are always taken into consideration.

Criminal reports may also be filed by complainants directly with the Providence Police Department (401) 272-3121. Complainants wishing to file a criminal report with the PPD may request assistance with these procedures from Brown Public Safety or the DPS Law Enforcement advocate by calling (401) 863-2542 or the detectives days (401) 863-3412, (401) 863-5376 evenings (401) 863-5292, (401) 863-5291. Once a criminal report is filed with the Providence Police Department, the decision to prosecute is made at the discretion of the Attorney General. The Attorney General’s Office is also responsible for providing the necessary and appropriate follow-up and communication with the complainant.
The Special Victims Unit is intended to be a year-round, comprehensive support service for victims of crime to include hate crimes, sexual assault, assault and robberies, relationship violence, and stalking. Our law enforcement advocate works cooperatively with Public Safety detectives, Office of Student Life, Psychological Services, and Employee Relations to ensure individuals are knowledgeable about their options for safety. The unit also coordinates events and programming that serves to raise awareness about such sensitive crimes, women’s and men’s self-defense and safety, and the many sources of support available to victims in the state of Rhode Island.

A law enforcement advocate is available to provide post-crisis support to persons who report they have been a victim of a crime. Community members who have not experienced a crime, but want to explore our services are welcome to call as well. Services available include:

- Victim advocacy and support
- Individual and workplace safety-planning
- Reviewing of RI victims’ rights, Campus Sexual Assault Bill of Rights, related law, legal definitions of crimes, and relative legislation
- Providing transportation and accompaniment to local courts, Providence Police Department and the Attorney General’s office as necessary
- Providing resource information, as well as referrals to external agencies servicing victims of crime and their families in Rhode Island and Massachusetts
- Explaining options and procedures for reporting
- Explaining protective orders, court procedures, as well as steps involved in criminal prosecution
- Assisting with obtaining restraining orders

Silent Witness Reporting

Anonymous reporting is available on-line at Public Safety’s website. Click on the Silent Witness form to file an anonymous report of non-violent incidents. This is not an approved method to report crime in progress as the message is received via email and may not be read immediately. Violent crimes should be reported immediately at (401) 863-4111 or x4111 from a campus phone. If the incident can be verified, it will include in the statistics that appear in this document. Reports made anonymously do not allow contact with the reporting witness and therefore, the extent to which the incident can be documented is limited.

Off-Campus Student Organizations

Brown University has one recognized student organization with off-campus housing facilities that they own. As is the case with individual students who live off campus in private residences, when problems or matters arise off-campus and are reported to DPS, the response may be coordinated by DPS and Providence Police. All students whether living on or off campus are bound to abide by the Code of Student Conduct and in the cases of reported violations, student in non-university residences are subject to discipline in accordance with Brown’s disciplinary procedures.

Missing Student Notification Policy

In accordance with the Higher Education Opportunity Act of 2008 (20 U.S.C. § 1092(j)), Brown University has adopted a Missing Student Notification Policy for students as a complement to the DPS’ guidelines for reporting, investigating, and providing notifications about missing persons.
Registering a Confidential Contact Person—In addition to registering an emergency contact, students residing in on-campus housing have the option to identify, confidentially, an individual to be contacted by Brown University in the event the student is reported to be missing and/or is determined to be missing. Any student who wishes to register a confidential contact through the missing student notification protocol may do so by completing a form provided by the Office of Student Life. This contact information will be maintained on file at the Office of Residential Life and shall be confidential and will only be accessible to authorized Brown officials or to law enforcement personal in furtherance of a missing person investigation and/or notification purposes if a student is determined to be missing.

Missing Student Notification—In the event a member of the Brown Community has concern that a student who resides in an on campus student housing facility is missing, he or she should report the matter to any of the following offices at Brown University: Department of Public Safety (401-863-3322), the Office of Student Life (401-863-3145), or the Office of Residential Life (401-863-3500). If it is believed to be an emergency situation, call 401-863-4111 (or x4111 from a campus phone). In the event of a report to the Office of Student Life or the Office of Residential Life, the matter shall be immediately reported to the Department of Public Safety. DPS, in collaboration with other institutional officials and external law enforcement authorities, as appropriate under the circumstances, shall conduct an investigation. As a part of this process, a student’s designated confidential contact may be contacted in furtherance of the investigation of a missing person report. If the DPS’ investigation determines that the student is missing, the University will notify the student’s emergency contact. If a confidential contact has been listed by a student residing on-campus, that person will also be contacted. If the missing student is under 18 years of age, and not emancipated, the University will contact a custodial parent or guardian, in addition to the emergency contact within 24 hours of the determination that the student is missing. The University will also notify the appropriate local law enforcement agency within 24 hours of the determination that the student is missing. In the event of a missing student scenario, nothing in this protocol shall be interpreted as requiring the University to defer any action, or to delay contacting any individual, law enforcement authority or other entity.

Emergency Preparedness & Evacuation

Brown University has recognized the need to prepare for and to respond to emergency incidents that pose a threat to the health and safety of the Brown community. Upon confirmation that a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees is occurring on campus, Brown University will provide immediate notification of the emergency or dangerous situation to the campus community. The University has developed templates for active shooter, hostile intruder, chemical release, and tornado warnings that can be sent to the entire community without delay. Furthermore, these notifications can be quickly modified to send more specific messages based on ongoing situations. For emergencies for which there is no template, the Chief of Police, his designee, and/or the Director of Environmental Health and Safety will create an Emergency Notification message specific to the situation.

Any such notification will be provided by the following methods:

1. BrownAlert System. BrownAlert is a web based notification system used to deliver immediate advisories and instructions to students, faculty, and staff via cell phones, land line phones, wireless PDA, text pager, email and other communication devices. All students, faculty and staff are strongly urged to provide their updated personal cell phone and home or off-campus housing
telephone numbers so that we can contact you via the BrownAlert system as quickly as possible in the event of an actual emergency. Cell phone numbers are especially important as these devices provide the fastest and most effective way for users to receive information. Your personal cell phone and landline numbers will only be used for emergency notification purposes. For each number provided you can select ‘private’ to ensure that it will not be listed in any published or on-line directories. Phone numbers can be added, updated or changed by going to ‘My Account’ page at https://myaccount.brown.edu/

2. The Emergency Siren Warning is designed to alert the Brown community of a life threatening emergency on campus such as a hostile intruder, a large chemical release near campus, or a natural disaster where there is no advance warning. The siren is intended to be heard while outdoors. If you are indoors during the test, is not expected that you will hear the siren or the voice message that follows. If the siren system is used in an actual emergency, members of the community would be directed to seek shelter indoors and additional information would be sent through the Brown Alert emergency notification system via email, text messages, and updates on the Brown homepage. During the test, no action is necessary and there will be no need to seek shelter.

3. Emergency Announcements Webpage. In the event of an emergency where it is deemed necessary, the University will utilize an Emergency Announcement Webpage to inform and update the community members about an emergency occurring on campus. If there is an emergency on campus the webpage will contain information about the nature of the emergency, steps being taken to address the situation, the emergency’s current status with a cumulative chronology, any necessary instructions for the University community; and resources for further information.

Upon confirmation that a significant emergency, or dangerous situation is occurring on campus, the University will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate its notification systems, unless issuing the notification will, in the professional judgment of the Department of Public Safety, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

In general, the process the University will follow to confirm that a significant emergency or dangerous situation exists is the following:

1. Brown University police officers will be dispatched to confirm that an emergency situation exists (depending on the nature of the situation, the Department of Public Safety may be aided by other University offices to confirm the nature and severity of the emergency, e.g., Department of Environmental Health and Safety, Department of Facilities Management).

2. Assessment of the situation by the Department of Public Safety (in collaboration with other University departments as may be beneficial), appropriate actions to be taken, and activating the alert systems and the content of the messages to be conveyed.

Due to the size of the University and the paramount importance of the safety of the members of the University community, notifications are given to the entire community. The Chief of the Department of Public Safety has the responsibility to activate the University’s notification systems.
In the event of a significant emergency or threat to the health and safety of area residents the University, through its Department of Public Safety and Office of Public Affairs and University Relations will communicate with the City of Providence and its appropriate offices for the purpose of providing notifications to area residents. Significantly, the City of Providence can activate a “Reverse 911 System” that provides area residents of the detail of an Emergency Siren Warning System activation by the University.

To ensure the effectiveness of its emergency preparedness, the University regularly engages the University community about its emergency and evacuation plans. The activities take the form of classroom and online training, no less than annual tabletop or disaster exercises, and no less than annual testing of its emergency notification systems. In addition, emergency response/evacuation procedures are tested at least four times per year in all student residence halls. Further, through its Emergency Action Plan, each University department is to appoint an Emergency Action Plan (EAP) coordinator who is to review the EAP with departmental employees and promote training as indicated in the EAP.

**Timely Warning Policy**

In the event that a potential criminal incident has occurred on campus, on non-campus property, or public property running through or immediately adjacent to the campus, a “timely warning alert” will be issued – without disclosing the names of the victims - when it is determined by the Chief of Police, Department of Public Safety (DPS), that the incident may pose a serious or ongoing threat to the members of the Brown University community.

Alerts are typically issued for the following crimes: major incident of arson, criminal homicide, motor vehicle theft, and robbery. Alerts for the crimes of aggravated assault, burglary and sex offenses are considered on a case by case basis, and depend upon a number of factors. Those factors include the nature of the crime and the continuing danger to the campus community, for example, whether the perpetrator has been apprehended or the threat has been otherwise mitigated. Alerts will be issued by DPS via a campus wide email as soon as pertinent information is received and it is determined that the reported incident may pose a serious or ongoing threat to the Brown University community.

**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 official notice of each institution of higher education in the state at which the offender is employed, carries on a vocation, or is a student.

In complying with the Federal Campus Sex Crimes Prevention Act, the Brown University Department of Public Safety has established a procedure to advise local communities where current sex offender registration information, at which the person is employed or is a student at Brown University, may be obtained. The Brown University Department of Public Safety routinely informs the campus community each academic year where they can find information on registered sex offenders. For more information, please visit the Rhode Island Sex Offender Registry.
Other resources for Sex Offender Registry information are:

- Providence Police Department, (401) 272-3121,
- Rhode Island Parole Board, (401) 462-0900
- Rhode Island Sex Offender Communication Notification Unit, (401) 462-0905

Sexual and Gender-Based Harassment, Sexual Violence, Relationship and Interpersonal Violence and Stalking Policy

I. Statement of Non-Discrimination
Brown University does not discriminate on the basis of sex, race, color, religion, age, disability, status as a veteran, national or ethnic origin, sexual orientation, gender identity, or gender expression, or any other category protected by applicable law, in the administration of its educational policies, admission policies, scholarship and loan programs, or other school administered programs.

II. Statement of Purpose
Brown University is committed to establishing and maintaining a safe learning, living, and working environment where healthy, respectful, and consensual conduct represents the campus cultural norm. To that end, this policy prohibits Sexual and Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Relationship and Interpersonal Violence, Provision of Alcohol and/or Other Drugs for Purposes of Prohibited Conduct, and Stalking (together, “Prohibited Conduct”). It also prohibits retaliation against an individual for making a report of conduct prohibited under this policy or for participating in an investigation of an alleged violation of this policy. It also defines prohibited relationships of a sexual or intimate nature between individuals where one individual has power or authority over another. These prohibited forms of conduct undermine the character and purpose of Brown University, and will not be tolerated.

It is the responsibility of every member of the Brown University community to foster an environment free from Prohibited Conduct. All members of the community are encouraged to take reasonable and prudent actions to prevent or stop an act of Prohibited Conduct. This may include direct intervention when safe to do so, enlisting the assistance of others, contacting law enforcement, or seeking assistance from a person in authority. Community members who choose to exercise this positive responsibility will be supported by Brown University and protected from retaliation.

III. To Whom This Policy Applies
This policy applies broadly to the entire University community, including students in the College, the Graduate School, the Alpert Medical School, the School of Public Health, the School of Engineering and the School of Professional Studies (all collectively known together as “Students”); those employed by Brown University, including faculty, affiliates, and visiting faculty, postdoctoral fellows, and all staff (including all exempt and non-exempt, bargaining unit, and senior administrative positions), as well as those physicians and health scientists who are not employed by Brown University but have Brown University faculty, affiliate, postdoctoral, or house staff appointments for the purpose of teaching and/or research in the Division of Biology and Medicine (together “Faculty and Staff” or “Employees”); contractors, vendors, or other third parties contractually obligated to Brown University (“Third Parties”); and visitors or guests of Brown University (“Invites”); all collectively together known as “Covered Persons.” This policy pertains to acts of Prohibited Conduct committed by or against Covered Persons when:
I. the conduct occurs on Brown University premises; and/or
II. the conduct occurs in the context of a Brown University employment, education, or research program or activity, including but not limited to Brown University-sponsored study abroad, research, internship, mentorship, summer session, or other affiliated programs or premises; and/or
III. the conduct occurs outside the context of a Brown University employment, education, or research program or activity, but
IV. has continuing adverse effects on Brown University premises or in any Brown University employment, education, or research program or activity or
V. occurs in close proximity to Brown University premises and is connected to hostile conduct on Brown University premises.

To implement this policy, the University has developed specific processes to investigate an allegation that a Covered Person has committed or been subject to an act of Prohibited Conduct that could implicate this policy. The University will select the appropriate process to use in a given situation based on the identity of the person alleged to have violated the policy (i.e., the “Respondent”).

IV. Title IX Program Officer
Amanda Walsh serves as Brown University’s Title IX Program Officer, with the assistance and support of Deputy Title IX Coordinators. The Title IX Program Officer is charged with monitoring compliance with Title IX; providing education and training; tracking and reporting annually on all incidents in violation of this policy; and coordinating Brown University’s investigation, response, and resolution of all reports under this policy.

Concerns about Brown University’s application of this policy may also be addressed to the United States Department of Education, Office for Civil Rights, at OCR@ed.gov or (800) 421-3481 or the Rhode Island Commission for Human Rights.

V. Privacy and Confidentiality
Brown University is committed to making reasonable efforts to protect the privacy interests of a complainant, a respondent and/or other individuals involved in a report under this policy.

Privacy: For the purposes of this policy, privacy generally means that information related to a report of Prohibited Conduct will be shared with a limited circle of individuals who “need to know” in order to assist in the review, investigation, and resolution of the report, and related issues. All employees who are routinely involved in Brown University’s Title IX response receive specific training and guidance about safeguarding private information in accordance with applicable laws.

Confidentiality: For the purposes of this policy, confidentiality means that designated campus or community professionals cannot reveal identifiable information shared by an individual to any other person without express permission of the individual, or as otherwise permitted or required by law. Those campus and community professionals who have the ability to maintain information confidentially include:
1. health care providers in Brown University Health Services,
2. mental health professionals in Counseling and Psychological Services (CAPS),
3. the Sexual Harassment and Assault Resources and Education (SHARE) Advocate(s) in Health Services,
4. ordained clergy, all of whom normally have privileged confidentiality that is recognized by Rhode Island state law.

These individuals are prohibited from breaking confidentiality unless
(i) given permission to do so by the person who disclosed the information;
(ii) there is an imminent threat of harm to self or others;
(iii) the conduct involves suspected abuse of a minor under the age of 18; or
(iv) as otherwise required or permitted by law or court order.

VI. Employee Responsibility to Report Allegations
There are (3) general classifications of individuals on campus and the respective ability of these categories of individuals to maintain a complainant’s confidentiality differs:

(1) Confidential Resources: (individuals listed in Section V with legally protected confidentiality). Confidential Resources can maintain the confidentiality of a complainant’s disclosures and will not share any information with Brown University, subject to the exceptions listed above.

(2) Responsible Employees: While able to maintain an individual’s privacy, Responsible Employees are required to immediately share all known details of incidents of Prohibited Conduct with the Title IX Program Officer. “Responsible Employee” means those designated employees in a leadership or supervisory position, or who have significant responsibility for the welfare of Students or Employees. Responsible Employees include the Title IX Program Officer; the President, Vice Presidents and Deans; the Provost; Members of the President’s Cabinet; Deputy Title IX Coordinators; Public Safety Officers; Assistant and Associate Deans, Directors, and Coordinators in Residential Life, the Office of Student Life, Student Activities, the Dean of the College, the Graduate School, the Alpert Medical School, the School of Public Health, the School of Professional Studies, Human Resources, and Athletics; Academic Department Chairs; Academic Institute, Center and Program Directors; Directors of Graduate Studies; faculty and staff serving as undergraduate academic advisors, including first-year and sophomore and concentration advisors; Community Directors; Athletic Team Head Coaches and Assistant Coaches. Students serving in certain positions of leadership or authority, such as Residential Peer Leaders, student supervisors and managers in Dining Services, and Meiklejohn Advisors, are also considered Responsible Employees and receive appropriate training within the context of their specific programs. This list is not exhaustive; any questions about the status of an employee as a ‘Responsible Employee’ should be addressed to the Title IX Program Officer and/or a Deputy Title IX Coordinator.

(3) All other Employees are encouraged to share information with the Title IX Program Officer. Unless designated above, faculty who do not exercise administrative responsibilities outside of the classroom and employees who do not exercise supervisor or managerial responsibilities are generally not considered Responsible Employees.

Clery Act Reporting: Pursuant to the Clery Act and VAWA, Brown University includes statistics about certain offenses in its daily crime log and Annual Security Report and provides those statistics to the United States Department of Education in a manner that does not include any identifying information about persons involved in an incident. This includes numbers of incidents (with no detail or personally identifying information) disclosed to Confidential Resources. Brown University will also issue a timely warning to the community for reports of Clery-defined conduct that constitutes a serious and ongoing threat, as outlined in the Annual Security Report.

VII. Prohibited Conduct Under This Policy
Conduct under this policy is prohibited regardless of the sexual orientation, gender, gender identity, or gender expression of the complainant or respondent.

A. Sexual or Gender-Based Harassment
Sexual Harassment is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, electronic, or otherwise, when one or more of the following conditions are present:
(i.) Submission to or rejection of such conduct is either an explicit or implicit term or condition of, or is used as the basis for decisions affecting, an individual’s employment or advancement in employment, evaluation of academic work or advancement in an academic program, or basis for participation in any aspect of a Brown University program or activity (quid pro quo); and/or 
(ii.) Such conduct has the purpose or effect of unreasonably interfering with an individual’s learning, working, or living environment; in other words, it is sufficiently severe, pervasive, or persistent as to create an intimidating, hostile, or offensive learning, working, or living environment under both an objective and subjective standard (hostile environment).

**Gender-Based Harassment** includes harassment based on sex or gender, sexual orientation, gender identity, or gender expression, which may include acts of intimidation or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature.

In evaluating whether a **hostile environment** exists, the University will consider the totality of known circumstances, including, but not limited to:

- The frequency, nature and severity of the conduct;
- Whether the conduct was physically threatening;
- The effect of the conduct on the complainant’s mental or emotional state;
- Whether the conduct was directed at more than one person;
- Whether the conduct arose in the context of other discriminatory conduct;
- Whether the conduct unreasonably interfered with the complainant’s educational or work performance and/or University programs or activities; and
- Whether the conduct implicates concerns related to academic freedom or protected speech.

Examples of conduct that may constitute Sexual or Gender-Based Harassment under the quid pro quo or hostile environment analysis include but are not limited to:

- Sexual Assault, Sexual Exploitation, Relationship Violence, Provision of Alcohol and/or Other Drugs for Purposes of Prohibited Conduct, or Stalking as defined by this policy;
- Inappropriate physical conduct, including unwelcome touching or sexual advances within the working, living, or learning environment;
- Persistent and inappropriate personal attention from one colleague to another in the face of repeated rejection;
- Inappropriate verbal conduct, including lewd or sexually suggestive comments, jokes, or innuendoes, or unwelcome comments about an individual’s sexual orientation, gender, gender identity, or gender expression; or
- Inappropriate written conduct, including letters, notes, or electronic communications, containing comments, words, jokes, or images that are lewd or sexually suggestive or relate in an unwelcome manner to an individual’s sexual orientation, gender, gender identity, or gender expression.

In evaluating allegations of sexual harassment, the allegations are evaluated from both a subjective and objective perspective considering the totality of the circumstances.

**B. Sexual Assault**

Sexual assault is having or attempting to have sexual contact with another individual without consent. *(see below for definition of consent).*

Sexual contact includes:

(i.) Sexual intercourse (anal, oral, or vaginal), including penetration with a body part *(e.g., penis, finger, hand, or tongue)* or an object, or requiring another to penetrate himself or herself with a body part or an object, however slight; or
(ii.) Sexual touching, including, but not limited to, intentional contact with the breasts, buttocks, groin, genitals, or other intimate part of an individual’s body.

C. Sexual Exploitation
Sexual Exploitation is purposefully taking sexual advantage of another person without consent. It may involve use of one’s own or another individual’s nudity or sexuality.
Examples of Sexual Exploitation include, but are not limited to:
- Voyeurism (such as watching or taking pictures, videos, or audio recordings of another person in a state of undress or of another person engaging in a sexual act without the consent of all parties);
- Disseminating, streaming, or posting pictures or video of another in a state of undress or of a sexual nature without the person’s consent;
- Exposing one’s genitals to another person without consent;
- Prostituting another individual; or
- Knowingly exposing another individual to a sexually transmitted infection or virus without the other individual’s knowledge and consent.

D. Relationship and Interpersonal Violence
Relationship and Interpersonal Violence includes any act of violence or threatened act of violence against a person who is or has been involved in a sexual, dating, domestic, or other intimate relationship with that person, or against a person with whom the respondent has sought to have such a relationship.
Relationship and Interpersonal Violence may include, but is not limited to, Sexual Assault, Sexual Exploitation, Stalking, and Physical Assault. Physical Assault is threatening or causing physical harm or engaging in other conduct that threatens or endangers the health or safety of any person. Prohibited Conduct under this definition includes, but is not limited to, physical, sexual, emotional, economic and/or psychological actions or threats of action, including threatening to reveal personal or confidential information (including, but not limited to, information regarding one’s gender identity and/or sexual orientation), that are intimidating, frightening, terrorizing or threatening. Prohibited Conduct under this definition includes threats of violence or harm to one’s self, one’s family member(s) or friends, and/or one’s pet.

E. Stalking
Stalking occurs when a person engages in a course of conduct toward another person under circumstances that would cause a person to fear bodily injury or experience substantial emotional distress.

Course of conduct means two or more instances including but not limited to unwelcome acts in 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. Substantial emotional distress means significant mental suffering or anguish.

Stalking includes the concept of cyber-stalking, a particular form of stalking in which electronic media such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact are used.

F. Provision of Alcohol and/or Other Drugs for Purposes of Prohibited Conduct
The provision of alcohol and/or other drugs to an individual for the purpose of committing or facilitating Prohibited Conduct under this policy is also Prohibited Conduct. Such behavior may include provision of a drink or food which contains alcohol and/or other drugs without the knowledge of the individual to whom it is being provided or other actions taken with the intention of impairing the senses, judgment, and/or physical and mental ability of another person in order to engage in other forms of Prohibited Conduct. An individual does not have to engage in sexual activity with another person to be found responsible for the prohibited provision of alcohol and/or other drugs.
G. Retaliation
Retaliation means any adverse action or threat taken or made against an individual, including through third parties and/or legal counsel, for making a report of Prohibited Conduct or participating in any investigation or proceeding related to this policy. Retaliation includes threatening, intimidating, harassing, or any other conduct that would discourage a reasonable person from engaging in activity protected under this policy, such as seeking services, receiving protective measures and accommodations, and/or reporting Prohibited Conduct. Retaliation includes maliciously and purposefully interfering with, threatening, or damaging the academic and/or professional career of another individual before, during or after the investigation and resolution of a report of Prohibited Conduct under this policy in response to and/or on account of the report of the Prohibited Conduct. This provision applies to reports made or information provided in good faith, even if the facts alleged in the report are determined not to be accurate.

VIII. Related Definitions: Consent, Coercion or Force, and Incapacitation
A. Consent
Consent is an affirmative and willing agreement to engage in specific forms of sexual contact with another person. Consent requires an outward demonstration, through mutually understandable words or actions, indicating that an individual has freely chosen to engage in sexual contact. Consent cannot be obtained through: (1) manipulation; or (2) the use of coercion or force; or (3) by taking advantage of the incapacitation of another individual.

Silence, passivity, or the absence of resistance does not imply consent. It is important not to make assumptions; if confusion or ambiguity arises during a sexual interaction, it is essential that each participant stops and clarifies the other’s willingness to continue.

Consent can be withdrawn at any time. When consent is withdrawn, sexual activity must cease. Prior consent does not imply current or future consent; even in the context of an ongoing relationship, consent must be sought and freely given for each instance of sexual contact.

An essential element of consent is that it be freely given. Freely given consent might not be present, or may not even be possible, in relationships of a sexual or intimate nature between individuals where one individual has power, supervision or authority over another. More information, policy and guidance regarding such relationships can be found below.

In evaluating whether consent was given, consideration will be given to the totality of the facts and circumstances, including but not limited to the extent to which a complainant affirmatively uses words or actions indicating a willingness to engage in sexual contact, free from manipulation, intimidation, fear, or coercion; whether a reasonable person in the respondent’s position would have understood such person’s words and acts as an expression of consent; and whether there are any circumstances, known or reasonably apparent to the respondent, demonstrating incapacitation or fear.

B. Coercion or Force
Coercion is verbal and/or physical conduct, including manipulation, intimidation, unwanted contact, and express or implied threats of physical, emotional, or other harm, that would reasonably place an individual in fear of immediate or future harm and that is employed to compel someone to engage in sexual contact.

Force is the use or threat of physical violence or intimidation to overcome an individual’s freedom of will to choose whether or not to participate in sexual contact.

C. Incapacitation
An individual who is incapacitated lacks the ability to make informed judgments and cannot consent to sexual contact. Incapacitation is the inability, temporarily or permanently, to give consent because an individual is mentally and/or physically helpless, asleep, unconscious, or unaware that sexual activity is occurring. Mentally helpless means a person is rendered temporarily incapable of appraising or controlling one’s own conduct. Physically helpless means a person is physically unable to verbally or otherwise communicate consent or unwillingness to an act.

Where alcohol or other drugs are involved, incapacitation is a state beyond impairment or intoxication. Where alcohol or other drugs are involved, evaluating incapacitation requires an assessment of how the consumption of alcohol and/or drugs affects a person’s: decision-making ability; awareness of consequences; ability to make informed, rational judgments; capacity to appreciate the nature and quality of the act; or level of consciousness. The assessment is based on objectively and reasonably apparent indications of incapacitation when viewed from the perspective of a sober, reasonable person.

IX. Prohibited Sexual or Intimate Relationships

Relationships of a sexual or intimate nature between individuals where one individual has power, supervision or authority over another are prohibited by Brown University. Relationships of a sexual or intimate nature between individuals who are faculty and staff must be disclosed on a Conflict of Interest Form and may require a Management Plan.

In the academic context, Prohibited Conduct under this policy often involves the inappropriate personal attention by an individual who is in a position to exercise professional power over another individual. This could include an instructor who determines a student’s grade or who can otherwise affect the student’s academic performance or professional future; a tenured professor whose evaluation of a junior colleague can affect the latter’s professional life; or a coach who can affect the participation of a student-athlete. Taking advantage of one’s power, supervision or authority over another is unacceptable and may create a hostile environment for the individuals involved and the community at large that seriously undermines the atmosphere of trust essential to the academic enterprise.

Amorous relationships that might be appropriate in other circumstances have inherent dangers when they occur between an instructor or officer of the University and a person for whom they have a professional responsibility (i.e., as instructor, advisor, evaluator, supervisor, coach, mentor). Implicit in the idea of professionalism is the recognition by those in positions of authority that in their relationships with students, faculty or staff there is an element of power. It is incumbent upon those with authority not to abuse, nor to seem to abuse, the power with which they are entrusted.

As defined in Section VIII, an essential element of consent to sexual contact is that it be freely given. Freely given consent might not be present, or may not even be possible, in relationships of a sexual or intimate nature between individuals where one individual has power, supervision or authority over another.

Any member of the Brown University community with questions, concerns or doubts about the appropriateness of an actual, anticipated or suspected relationship should consult with the appropriate Dean, Deputy Title IX Coordinator, and/or the Title IX Program Officer.

A. Prohibited Sexual or Intimate Relationships with Students

No Faculty, Staff or Employee (as defined in Section III) shall request or accept sexual favors from or engage in a romantic, sexual or intimate relationship with any Brown University undergraduate student. No faculty, graduate or medical student, medical resident or fellow, postdoctoral fellow or associate, teaching or research assistant or fellow, proctor, mentor, or undergraduate teaching assistant shall request or accept sexual favors from or engage in a romantic, sexual or intimate relationship with any
undergraduate, graduate or medical student who is enrolled in a course or section taught by that individual or otherwise subject to that individual’s academic supervision. Academic supervision includes teaching, advising, supervising research, serving on a dissertation or other academic committee, grading, mentoring, coaching, overseeing and/or having influence upon funding and/or academic progress, and/or otherwise occupying a position of influence or power over a student’s academic program.

B. Relationships Between Individuals of Different University Status

While not expressly prohibited, amorous relationships between faculty, staff, graduate and/or medical students of different University status that occur outside the direct instructional and supervisory context can also lead to difficulties. In a personal relationship where no current professional responsibility exists, the individuals involved should be sensitive to the possibility that they may unexpectedly be placed in a position of responsibility for that individual’s instruction, supervision or evaluation. This could involve being called upon to write a letter of recommendation or to serve on a promotion or selection committee involving the individual. In addition, one should be aware that others may speculate that a specific power relationship exists even when there is none, giving rise to assumptions of inequitable academic or professional advantage for the individual involved.

Although graduate students, medical students, teaching or research assistants or fellows, proctors, mentors, and undergraduate teaching assistants may be less accustomed than Faculty, Staff or Employees to think of themselves as being in a position of greater authority by virtue of their professional responsibilities, they should recognize that they might be viewed as more powerful than they perceive themselves to be. In addition to the prohibited relationships defined above, graduate and medical students and undergraduate teaching assistants and other students in leadership and supervisory positions should be aware of the dynamics and risks of relationships with a power differential. Relationships between individuals in the same academic department or program are particularly prone to such risks. Individuals with questions or concerns about the appropriate nature of an actual, anticipated or suspected relationship should consult with the appropriate Dean, Deputy Title IX Coordinator, and/or the Title IX Program Officer.

Even when both parties have consented at the outset to the development of such a relationship, it is the person in the position of greater authority who, by virtue of his or her special responsibility and educational mission, will be held accountable for unprofessional behavior.

C. Consensual Relationships Between Faculty, Staff and Employees

In cases where a consensual relationship exists between Faculty, Staff and Employees who occupy inherently unequal positions of authority, it is important that the person in the position of greater authority does not exercise any supervisory or evaluative function over the other person in the relationship. Accordingly, the person in the position of greater authority must notify their supervisor(s) and Human Resources to evaluate the situation. Furthermore, relationships of a sexual or intimate nature between individuals who are faculty, staff and/or students must be disclosed on a Conflict of Interest Form and development of a Management Plan may be required.

X. Resources, Reporting and Filing a Complaint

Brown University offers trained professional resources for Students and Employees, whether as complainants or respondents, to provide support and guidance throughout the initiation, investigation, and resolution of a report of Prohibited Conduct. For comprehensive information on emergency assistance; hospitals; on-campus, community, and available support with academics, housing, and work, please refer to the Title IX Office website: www.brown.edu/titleixoffice.
Brown University recognizes that deciding whether to make a report of Prohibited Conduct and/or choosing how to proceed, including but not limited to filing a Complaint, are personal decisions. The following principles and values will guide Brown University as facts and circumstances permit:

- Brown University respects a complainant’s autonomy in making the determination regarding how to proceed, including whether to make a report and/or file a Complaint.
- In limited circumstances, typically where a risk of imminent harm to an individual or others or a threat to the health and safety of the campus is determined to exist, Brown University may be required to take immediate action upon receipt of a report of Prohibited Conduct. In such circumstances, the reasons and steps the University will take will always be explained to the individual(s) making the report.
- Brown University is committed to educating and informing individual(s) regarding the choices and options available to them, including resources and processes inside and outside the University.
- An individual may choose to seek assistance, support or guidance from a Confidential Resource on campus or in the community. A disclosure to a Confidential Resource does not constitute a report to the University.
- Making a Report of Prohibited Conduct involves telling a Responsible Employee, verbally or in writing, about what occurred. An individual may choose to make a report: (1) to Brown University and/or (2) to external law enforcement. As discussed below, reporting conduct is different from filing a Complaint. While reported conduct will be conveyed to the Title IX Office, individuals who wish to directly file a Complaint should speak with the Title IX Program Officer.

A. Resources
The following resources are available at Brown University to individuals wishing to seek information and support, make a report and/or file a Complaint:

(i.) Confidential Resources
*Counseling and Psychological Services (CAPS)*: Provides crisis intervention, short-term individual therapy, group therapy, community outreach, and referral services.  
J. Walter Wilson, room 516; (401) 863-3476  

*Sexual Harassment and Assault Resources and Education (SHARE) Advocate(s):* Help is available for students who have experienced sexual violence and abuse in a relationship. Confidential services include support for a survivor or the friends of a survivor, help exploring options to address the incident.  
Health Services, 3rd floor; (401) 863-2794  
[http://brown.edu/Student_Services/Health_Services/Health_Education/](http://brown.edu/Student_Services/Health_Services/Health_Education/)

(ii.) Designated Reporting Options
Making a report does not require an individual to decide whether to request a specific course of action. Deciding how to proceed can be a process that unfolds over time with support and assistance. The following are resources that an individual can use to report conduct that could be a violation of the Policy. Likewise, the persons listed below are familiar with the Policy and may be contacted to address questions or concerns about the Policy.

Title IX Program Officer: Amanda Walsh, [Amanda_walsh@brown.edu](mailto:Amanda_walsh@brown.edu)  
Deputy Title IX Coordinators for Faculty, Staff, Undergraduate, Graduate and Medical Students: [http://www.brown.edu/about/administration/title-ix/coordinators](http://www.brown.edu/about/administration/title-ix/coordinators)  
Office of Student Life: [http://www.brown.edu/about/administration/student-life/](http://www.brown.edu/about/administration/student-life/)  
Human Resources: [http://www.brown.edu/about/administration/human-resources/](http://www.brown.edu/about/administration/human-resources/)  
Department of Public Safety: [http://www.brown.edu/about/administration/public-safety/](http://www.brown.edu/about/administration/public-safety/)
(iii.) Local Law Enforcement
Brown University also strongly encourages anyone who becomes aware of an incident of Prohibited Conduct which may constitute a violation of Rhode Island State Law to report the incident to local law enforcement and will provide support, resources and assistance to those who do so. All Confidential Resources and Designated Reporting Options are able to provide or direct community members to this support option.

B. Time Frame for Reporting
There is no time limit on reporting or filing Complaints of violations of this policy, although Brown University’s ability to respond fully may be limited with the passage of time.

If the respondent is no longer affiliated with Brown (e.g., a report is made after a student has left or graduated or an employee no longer works for Brown), the University will still provide reasonably available remedial measures, assist the complainant in identifying external reporting options, and may take other appropriate action.

C. Amnesty for Personal Ingestion of Alcohol or Other Drugs
Brown University generally will offer amnesty to a reporting Student, whether as a complainant or a witness, for the personal ingestion of alcohol or other drugs in violation of Brown University Code of Student Conduct.

D. Assessment Upon Receipt of a Report
This policy is in compliance with applicable legal requirements including Title IX of the Education Amendments of 1972; relevant provisions of the Violence Against Women Reauthorization Act of 2013; Title VII of the Civil Rights Act of 1964; the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act; and other applicable federal and Rhode Island state laws.

Consistent with the procedures that accompany this policy, upon receipt of a report or a Complaint the Title IX Program Officer, in consultation with a small interdepartmental team, will conduct an Initial Assessment of the following: the complainant’s immediate and ongoing safety and well-being; the incident or conduct at issue; any risk of harm to the parties, any other individuals, or the broader campus community; the complainant’s desired course of action; and the necessity for any interim measures or accommodations, including the necessity of a timely warning pursuant to the Clery Act, to protect the safety of the complainant, any other individuals, or the campus community.

E. Remedial and Protective Measures
Brown University will take and/or make available reasonable and appropriate measures to protect the complainant and the complainant’s access to Brown University employment or education programs and activities regardless of whether they choose to file a Complaint under the applicable procedures. These measures may be both remedial (designed to address a complainant’s safety and well-being and continued access to educational opportunities) or protective (involving action against a respondent). Remedial and protective measures, which may be temporary or permanent, may include counseling and emotional support, no contact and communication directives, residence modification, academic schedule modification, academic accommodations or assistance, escort, voluntary leave of absence, interim suspension, administrative leave, restrictions on campus activities, work schedule modifications, and other remedies as reasonable and appropriate.

Brown University will provide similar measures and accommodations for respondents where reasonable and appropriate under the circumstances. The Title IX Program Officer has the discretion to ensure the appropriateness of any measure.
Brown University will also provide reasonably available accommodations for a third party complainant, provided that the accommodations are within the scope of that individual’s relationship to Brown University.

XI. Applicable Procedures Under This Policy
Any individual with questions, concerns or lack of clarity regarding what to do in response to an incident of Prohibited Conduct, including how or whether to report the conduct, should contact and consult a Confidential Resource. Any individual, referred to as a complainant, regardless of affiliation with Brown University, may make a report of Prohibited Conduct under this policy. The specific investigative and disciplinary procedures and standards that will apply once a Complaint is received can be found on the Title IX Office website: https://www.brown.edu/about/administration/title-ix/complaints

XII. Sanctions
A Student or Employee determined to have committed an act of Prohibited Conduct in violation of this policy is subject to disciplinary action. Disciplinary action may include a reprimand, probation, deferred suspension, administrative leave without pay, or temporary or permanent separation from Brown University. Third Parties or Invitees who violate this policy may have their relationship with Brown University terminated and/or their privilege of being on Brown University premises withdrawn. Brown University reserves the right to take action against any individual or organization that commits a violation of another University policy.

If a Student withdraws from Brown University after the University has begun an investigation but prior to a finding or resolution, an entry may, in appropriate circumstances, be made on their transcript that indicates the Student has withdrawn with a disciplinary investigation or Complaint pending.

If an Employee separates from Brown University after the University has begun an investigation but prior to disciplinary charges being filed, an entry may, in appropriate circumstances, be made in their personnel file that indicates that employment terminated with an investigation pending. If an Employee separates after disciplinary charges have been filed but prior to resolution, an entry may, in appropriate circumstances, be made in their personnel file that indicates that employment terminated with disciplinary charges pending.

XIII. Academic Freedom and Integrity
Brown University is committed to the principles of free inquiry and expression. Vigorous discussion and debate are fundamental to this commitment, and this policy is not intended to restrict teaching methods. Offensiveness of conduct, standing alone, is not sufficient for the conduct to constitute Prohibited Conduct. The conduct must be sufficiently serious to unreasonably interfere with an individual’s ability to participate in employment or educational programs and activities from both a subjective and objective perspective. Such behavior compromises Brown University’s integrity and tradition of intellectual freedom and will not be tolerated.

XIV. Conflict of Interest
The Brown University Conflict of Interest and Commitment Policy and its related guidelines apply to all members of the Brown community and to all processes and procedures, including all investigative and disciplinary procedures in place to support and implement this policy. A conflict of interest may arise when a member of the Brown community may be able to use the authority of their position to influence a University decision, action or outcome with regard to the implementation and enforcement of this policy, including associated investigative and disciplinary procedures. It is the responsibility of all members of the Brown community involved in any aspect of a report of Prohibited Conduct to read the University's
Conflict of Interest and Commitment Policy and to disclose potential or actual conflicts as they arise to Title IX Program Officer or Human Resources.

XV. Prevention and Awareness Programs
As part of its commitment to the prevention of Prohibited Conduct, Brown University offers education and awareness programs. Incoming Students and new Faculty and Staff receive prevention and awareness programming as part of their orientation, and all Students and Faculty and Staff receive ongoing training and related programs on an annual basis. Brown University’s Prohibited Conduct prevention and awareness programs include, but are not limited to:

1. Large group meeting followed by small group discussion on sexual assault, prevention, and resources during new undergraduate orientation;
2. Online tutorial for incoming undergraduate and graduate students prior to starting classes that covers bystander intervention as well as University rules, regulations and resources regarding sexual misconduct;
3. Coordinator of Sexual Assault Prevention and Advocacy in Health Promotion;
4. New position of Men's Health Coordinator in Health Promotion;
5. Regular training for students serving as residential peer leaders (RPLs);
6. Collaboration with student groups for many events, including Domestic Violence Awareness Month, Take Back the Night, the Clothesline Project, and Sexual Assault Awareness Month;
7. Comprehensive passive education programs, through websites, social media, and print media;
8. Online training for faculty and staff about preventing and reporting sexual harassment;
9. Ongoing training about sexual violence for staff in Health Services and in Counseling and Psychological Services;
10. Ongoing sexual violence training for staff and community members involved with processing, investigating, or resolving complaints of sexual misconduct;
11. Sexual Assault Peer Educators program (SAPE) through Health Promotion, which promotes bystander intervention and sexual assault prevention; based on a nationally recognized, evidence-based model, SAPE peers provide programs for a broad range of student groups, including first-year units, Greek houses, athletic teams and other student groups;
12. Party Manager training, required of all students hosting social events, includes a bystander intervention component.

XVI. Violations of Rhode Island State Law
Behavior that violates this policy also may violate the laws of the local jurisdiction in which the incident occurred and subject a respondent to criminal prosecution by the presiding authority. An individual can choose to make a report to external law enforcement at any time and doing so does not preclude the individual from making a report to the University. Both processes can be pursued if an individual chooses to do so. Brown University encourages individuals to report an incident which may be a violation of Rhode Island State Law to external law enforcement. Prompt reporting to external law enforcement is important in a criminal prosecution. The following are definitions compiled from the Rhode Island General Laws that may be relevant to this policy:

**First Degree Sexual Assault (RIGL § 11-37-2):** A person is guilty of first degree sexual assault if he or she engages in sexual penetration with another person, and if any of the following circumstances exist: (1) The accused, not being the spouse, knows or has reason to know that the victim is mentally incapacitated, mentally disabled, or physically helpless. (2) The accused uses force or coercion. (3) The accused, through concealment or by the element of surprise, is able to overcome the victim. (4) The accused engages in the medical treatment or examination of the victim for the purpose of sexual arousal, gratification, or stimulation.
Second Degree Sexual Assault (RIGL § 11-37-4): A person is guilty of second degree sexual assault if he or she engages in sexual contact with another person and if any of the following circumstances exist: (1) The accused knows or has reason to know that the victim is mentally incapacitated, mentally disabled, or physically helpless. (2) The accused uses force or coercion. (3) The accused engages in the medical treatment or examination of the victim for the purpose of sexual arousal, gratification, or stimulation.

Third Degree Sexual Assault (RIGL § 11-37-6): A person is guilty of third degree sexual assault if he or she is over the age of 18 years and engages in sexual penetration with another person over the age of 14 years and under the age of consent, 16 years of age.

Stalking (RIGL § 11-59-2): Any person who (1) harasses another person; or (2) willfully, maliciously, and repeatedly follows another person with the intent to place that person in reasonable fear of bodily injury, is guilty of the crime of stalking. “Harasses” means a knowing and willful course of conduct directed at a specific person with the intent to seriously alarm, annoy, or bother the person, and which serves no legitimate purpose. The course of conduct must be such as would cause a reasonable person to suffer substantial emotional distress, or be in fear of bodily injury. “Course of conduct” means a pattern of conduct composed of a series of acts over a period of time, evidencing a continuity of purpose. Constitutionally protected activity is not included within the meaning of “course of conduct.”

Cyberstalking and Cyberharassment (RIGL § 11-52-4.2): Whoever transmits any communication by computer or other electronic device to any person or causes any person to be contacted for the sole purpose of harassing that person or his or her family is guilty of a misdemeanor.

Covered Persons studying, working, or engaging in other Brown University activities outside the State of Rhode Island are governed by the applicable laws regarding sexual assault and other criminal offenses implicated by this policy.

Behavior that violates this policy also may subject a respondent to civil or criminal liability. Please note that the preponderance of the evidence standard used by the University is not the standard used for criminal culpability in most jurisdictions and a determination of responsibility under this Policy does not equate with a finding of a violation of criminal laws.

Disciplinary procedures for sexual violence, relationship and interpersonal violence and stalking can be found at of this document:

- APPENDIX A – Campus Conduct Process for student respondents
- APPENDIX B – Resolution process for faculty respondents
- APPENDIX C – Resolution process for staff respondents

How to be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, 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. Further information regarding bystander intervention may be found. If you or someone else is in immediate danger, 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.

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

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 cab 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 may help you to find a way out of a bad situation.
10. **Trust your instincts.** If you feel unsafe in any situation, to with your gut. If you see something suspicious, contact law enforcement immediately, Brown University Department of Public Safety – x4111, (local authorities can be reached by calling 911).
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 a 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 them to a safe place immediately.
14. **If you suspect you or a friend has been drugged, contact law enforcement immediately** Brown University Department of Public Safety – x4111, (local authorities can be reached by calling 911).
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 in 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 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 they you would rather wait until you both have your full judgment before doing anything you may regret later.

### Understanding Public Safety’s Response to Sexual Assault

Filing a report of sexual assault with the Brown Department of Public Safety (DPS) does not require you to pursue criminal charges against your offender. We believe in empowering a victim of a crime to make their own decisions, considering ALL of their options. Your safety is paramount to us. DPS can advise you of your options and can also preserve evidence while you consider your options. DPS staff can also advise you on safety planning techniques. Reporting to a Campus Life office (Counseling & Psychological Services, Office of Student Life or Health Services) does not constitute a subsequent notification to the Department of Public Safety.

#### Steps Involved with Reporting to DPS

- As a response to your report, a Campus Police Officer will be dispatched to your location to gather preliminary information and to render assistance. The Dean on-call and the on-call Sexual Assault Crisis Counselor will be notified. The SACC will be available to provide support and accompany you to the hospital to receive medical attention if you choose. Your physical health is paramount and you should consider seeking medical care. DPS will offer a transport to Health Services or the local hospital in an unmarked vehicle.

- DPS places much emphasis on minimizing the number of officers present during this preliminary interview process. The officer will ask you to provide details about what occurred, as well as information about your offender to the best of your ability, at a pace that you are comfortable with. An advocate can be available to accompany you during this process.

- A DPS Detective will be available to assist you with any follow-up conducted by the Providence Police Department to interview you to obtain the details of the incident.

- Your identity will be maintained in confidence. Although community advisories about the incident may be circulated in cases that present only a serious public safety risk, every effort will be made to maintain confidentiality and to respect the legitimate privacy concerns of all involved individuals.

- The DPS Investigations Unit, which includes detectives, will be assigned to the case. All members of the Unit have been trained extensively in the investigation of sexual offenses and the impact of the crime on the victim. They will approach each case in a sensitive manner and will be responsible for conducting any in depth interviews with you. DPS Detectives will also notify the Providence Police Department Special Victims Unit as PPD is the prosecuting agency and facilitate communication with the victim.

- All reports of Sexual Assault are handled with a great level of sensitivity and you may opt out of the process at any point. DPS response will vary on a case by case basis depending on the nature of the report (i.e. if the individual is reporting an assault that occurred several days or weeks prior and they are not in crisis or in need of immediate medical intervention).

#### Evidence Gathering

When reporting to DPS, you are not expected to make any critical decisions on the spot. However, the gathering and preserving of any available evidence is critical should you ever decide to pursue your case.
criminally. In the state of RI, there is no statute of limitations for filing criminal charges in 1st degree Sexual Assault cases. As a process of our response protocol, potential evidence available at the scene of the crime would be protected and preserved, if applicable. You have the option to have critical evidence gathered and preserved by undergoing a medical examination kit at the local hospital up to 96 hours after an assault. You are advised not to change clothes, shower, bathe, eat, or drink before this examination. Sexual Assault Nurse Examiners (SANE) are available at most local hospitals, to include the Woman and Infants Hospital ER to administer this examination.

There is no cost associated with this exam and having it administered **DOES NOT** require or obligate you to pursue any course of action. Please ask your advocate about this option.

**Your Safety**
As a result of your experience, you may be feeling anxious and/or fearful. We realize it may be difficult to move forward when you are feeling unsafe. You may have concerns about stalking or intimidation. If you have personal safety concerns, a DPS Law Enforcement Advocate is available to create a personal safety plan with you. This plan, created with your input, will outline options available to you that specifically address your residential and personal safety concerns, list all applicable support offices available to you at Brown and across RI, and all of your reporting options moving forward. Please call (401)863-2542 for assistance.

**Public Safety Resources**
**DPS Detectives Unit  863-3412 or 863-9956**
DPS Detectives are on-call and are responsible for meeting with and interviewing victim/witnesses. Detectives also offer case follow-up and assistance with pursuing criminal charges. If a case requires communication with another police agency, Brown Detectives will coordinate with external police departments to assist a victim. Our detectives receive specialized training in the areas of sexual assault and trauma and domestic violence.

**DPS Law Enforcement Advocate  863-2542**
A law enforcement advocate is available to provide victim advocacy and support to persons who report they have been a victim of a crime. Services available include individual and workplace safety planning, review of victim rights, assistance with obtaining restraining orders, and referrals to external victim service providers as warranted.

**About Protective Orders**
There are two types of protective orders. A **No Contact Order** is related to a criminal charge and is issued at the time of an offender’s arraignment. A No Contact Order is in effect for the entire length of the criminal case, including through the length of the sentence. It can be dropped only at the request of the victim with the approval of a judge.

**Restraining orders (civil)** can be sought whether or not there is a criminal case. Restraining orders can be issued when there has been physical or sexual abuse, threats of violence, harassment or stalking that leads someone to fear for their physical safety.

**For students at Brown, No Communication/Contact Orders are often initiated through the Office of Student Life.** These orders are not to be confused with state issued protective orders. NCO's are temporary directives issued by the Office of Student Life prohibiting communication between or among designated students. No Contact Orders (NCOs) are issued when, in the judgment of a Student Life dean, there is reason to believe that an order would be in the best interest of all parties and the community for promoting peace and civility. NCO's do not become part of a student's conduct record unless he or she violates the order as determined by the student conduct system. NCO's prohibit all forms
of communication between designated students, direct or indirect, written, electronic or through a third party. The duration of a NCO is determined by the Office of Student Life, and students may request to have a NCO lifted after an appropriate sustained period of compliance.

For more information about protective orders, please contact the DPS Special Victims Unit at 863-2542 or the RI Restraining Order Office at (401) 458-3372.

**Day One, Sexual Assault Response Team (SART) 421-4100, ext. 141**

SART is a legal advocacy program intended to offer victims of sexual assault, age 14 years and older, with information and emotional support through their experience with the criminal justice system if they choose to file criminal complaint. All SART services are provided free of charge. If you would like to access these services, please contact the SART Case Manager.

**Student Violations of the Code of Student Conduct**

Student violations of University non-academic rules and regulations should be reported by filing an online Campus Incident Complaint Form (CICF) with the Office of Student Life, 42 Charlesfield Street, 4th floor. Once an incident is reported through a CICF, the matter will proceed in accordance with student conduct procedures as appropriate. Penalties that can be imposed through the Student Conduct Board Hearing or an Administrative Hearing include reprimand, probation, deferred suspension, suspension or expulsion. Penalties that can be imposed through a Dean’s Hearing include reprimand, probation and deferred suspension. Penalties that can be imposed through a Letter Adjudication include reprimand and probation.

Violations of Brown’s student code may or may not constitute a violation of criminal laws, thus the filing of a CICF is not synonymous with the filing of a criminal report with DPS. If you believe a criminal act has occurred and you wish to proceed through the Rhode Island criminal courts, you must file a criminal report with DPS or the Providence Police Department.

**Alcohol Use and Underage Drinking**

Brown University’s policies prohibit the unlawful possession, use or distribution of alcohol by Brown University students, faculty and staff. All members of the Brown University community are expected to fulfill their obligations and responsibilities pursuant to institutional policy and federal, state and local laws and regulations.

*It is unlawful for individuals who have not attained the age of 21 to purchase, possess, or consume alcoholic beverages. It is also unlawful to deliver alcoholic beverages to a person under the age of 21, or misrepresent oneself as having attained the age of 21 to procure alcoholic beverages. There are no exceptions to these laws that are applicable to members of the Brown University community.*

Brown University students are expected to comply with all federal, state and local laws pertaining to alcohol. The illegal possession, use, provision, sale or possession with the intent to sell alcohol is prohibited by University regulations. Students seeking to sponsor activities where alcohol beverages are to be served must have all required University approvals and abide by established University procedures.

Similarly, Brown University employees are expected to comply with all federal, state and local laws pertaining to alcohol. All employees are prohibited from unlawful manufacture, distribution, possession or use of alcohol (except as is lawful, and permissible under Rhode Island Law and University policies), on the property of Brown University, or as part of any of its activities.
Students violating University policies with respect to alcohol will be disciplined in accordance with Brown University’s Code of Student Conduct. Employees violating University polices with respect to alcohol will be disciplined in accordance with procedures outlined in Brown University’s employee handbook and/or the faculty rules and regulations.

A student or employee, who is in violation of Brown University’s policies on alcohol, shall be subject to sanctions in accordance with Brown University policies and procedures. Disciplinary action involving alcohol violations by students may result in the imposition of a range of penalties (and fines) as specified in Brown University’s Code of Student Conduct. Cases involving employees will result in disciplinary sanctions up to and including termination. Any disciplinary action imposed by the University may be in addition to any penalty imposed by an off-campus authority. Both students and employees are subject to prosecution under applicable state or federal laws.

*Prohibition of Illegal Drugs*

**Enforcement of Federal and State Drug Laws**

Brown University’s policy prohibits the unlawful possession, use or distribution of controlled substances/illicit drugs by Brown University students, faculty and staff. All members of the Brown University community are expected to fulfill their obligations and responsibilities pursuant to institutional policy, and federal, state and local laws and regulations.

Under state and federal law, it is unlawful, except as expressly authorized by law, to manufacture, distribute, dispense, or possess with intent to manufacture, distribute or dispense a controlled substance/illicit drug. More severe criminal sanctions are assessed in instances where a person 18 years of age or older unlawfully distributes a controlled substance/illicit drug to a person under 21 years of age (federal law) or under 18 years of age (state law).

As a term and condition of employment with Brown University, all employees (faculty, staff and students) are prohibited from the unlawful manufacture, dispensing, possession or use of a controlled substance upon the property of Brown University. All employees of the University must abide by the terms of Brown’s policy and notify their immediate supervisor and the Director of the Human Resources Department of Brown University of their conviction for a criminal drug statute violation occurring in the workplace no later than five days after such conviction.

Any violations of Brown’s policy by an employee will result in the University taking appropriate personnel action against such an employee, up to and including termination, and/or requiring the employee to participate satisfactorily in an approved drug assistance or rehabilitation program. With respect to students employed by the University, nothing in Brown policy shall be construed as precluding the University from disciplining students pursuant to the University’s Code of Student Conduct/policies, or from taking appropriate action against students pursuant to the University’s emergency powers.

Brown University students are expected to comply with all federal, state and local laws pertaining to drugs. The illegal possession, use, provision, sale, or possession with the intent to sell, of drugs and/or drug paraphernalia, is prohibited by University regulations. Students violating University policies with respect to drugs will be disciplined in accordance with Brown University’s Code of Student Conduct. A student who is in violation of Brown University’s policies on drugs shall be subject to sanctions in
accordance with Brown University policies and procedures. Penalties that can be imposed through a Dean’s Hearing include reprimand, probation and deferred suspension. Penalties that can be imposed through a Letter Adjudication include reprimand and probation. Any disciplinary action imposed by the University may be in addition to any penalty imposed by an off-campus authority. Both students and employees are subject to prosecution under applicable state or federal laws.

Educational Programs: Individuals who may have an alcohol or drug abuse problem or who have questions concerning the use or abuse of drugs and alcohol should be aware of the several offices and resources at Brown that offer services to students, faculty and staff.

Health Services/Health Education Office: Educational, medical, and referral services are available to students. For further information, call Health Services/Health Education Officer at (401) 863-3953 or (401) 863-2794 (TDD number is (401) 863-3953) or visit the web site.

Office of Psychological Services: The Office of Psychological Services provides education, counseling and referral services to students. For further information, call Psychological Services at (401) 863-3476. (TDD phone number is the same.)

Brown University Faculty/Staff Assistance Plan: Sometimes personal problems arise and you need to seek outside professional advice, but you are not sure where to turn. The Faculty and Staff Assistance Program (FSAP) is a benefit that is designed to help employees and their families handle personal problems. Often referred to as an Employee Assistance Program, or EAP, this program provides confidential problem assessment and in many cases, referral for a specific course of treatment. To access the program directly, employees or their immediate family members may call the FSAP, Lifescope 1-800-828-6025 and indicate that they are covered by the Brown contract.

Sex Offenses/Sexual Misconduct
Brown University, through the policies and procedures of the Office of Institutional Diversity, seeks to provide an environment that is free from sexual harassment and sexual assault. Such conduct seriously undermines the atmosphere of trust and respect that is essential to a healthy work and academic environment. See page 12 of this report for the full policy.

Where to go for help
The procedures for dealing with allegations of harassment towards students by faculty or staff differ from the procedures for dealing with allegations of sexual harassment towards students by other students. For alleged student to student sexual harassment, call the Title IX Office, or Dean on Call (24 hours), x4111. If the student is alleging harassment by faculty or staff, the student should contact sexual harassment liaison. Extensive information can be found on this website, on sexual assault, harassment and dating violence, including how to help a friend, date rape drugs, the sexual assault evidence collection exam and emergency contraception. This web site can also connect you to on-campus and off-campus resources for sexual assault, sexual harassment, abuse in dating relationships and harassment and discrimination.

Sexual Assault Response Line (401) 863-6000. Call this confidential line any time of the day or night to be connected to the University’s Sexual Assault Crisis Counselor, Emergency Medical Services, or the Department of Public Safety. The crisis counselor is also available to accompany a victim to the hospital. Bita Shooshani, Coordinator of Sexual Assault Prevention and Advocacy, 401-863-2794, is available to
help students affected by sexual violence. Confidential services include support for a survivor or the friends of a survivor, help exploring options to address the incident (such as filing a complaint, if that is the student’s choice) and educational programs for the student community. When you speak to Bita, you do not have to pursue any specific course of action and no action will be taken unless it’s something you choose.

**Student Support Services - Student Support Services for students who have had an incident of domestic violence, dating violence, sexual assault, or stalking**

The Office of Student Life provides crisis services 24 hours a day for undergraduate, graduate, and medical students who may be dealing with personal or family emergencies. Support services are available to students who have had an incident of domestic violence, dating violence, sexual assault, or stalking regardless of whether the complainant chooses to report the incident to the Title IX Office, campus police, or local law enforcement. Through a Dean of the Day (business hours, 863-3145) and Administrator-on-Call (evenings and weekends, 863-4111) system, students can receive immediate support and resource information. The Office of Student Life can also contact faculty members when appropriate and at the request of a student. Residential students have the additional support of residential peer counselors and live-in Community Directors for crisis support in their residential living areas.

The following types of support are available upon request if reasonably available:

**No Contact Orders (Or No Communication Orders)** are temporary directives issued by the Office of Student Life prohibiting communication between or among designated students. No Contact Orders (NCOs) are issued when, in the judgment of a Student Life dean, there is reason to believe that an order would be in the best interest of all parties and the community for promoting peace and civility. NCO's do not become part of a student's conduct record unless he or she violates the order as determined by the student conduct system. NCO's prohibit all forms of communication between designated students, direct or indirect, written, electronic or through a third party. The duration of a NCO is determined by the Office of Student Life, and students may request to have a NCO lifted after an appropriate sustained period of compliance. No Contact Orders are not similar to court imposed restraining orders and do not guarantee that designated parties will avoid sightings or passing interactions on the campus or local community. In some circumstances, a No Contact Order may restrict a student from parts of the campus where he/she would not have to engage in required academic activities. Students who are concerned about their personal safety or need further information about public safety services and options should contact the Department of Public Safety or the Providence Police Department. Students who have questions about NCO's may speak with an Office of Student Life Student Conduct Dean during business hours or with an Administrator On-Call during evenings and weekends.

**Academic Accommodations**, including faculty notes, course load reduction, tuition adjustment, and graduation planning.

**Living Accommodations**, including dorm reassignment, off-campus housing permission, changes in meal plans, and access to parking permits.

**Working Accommodations**, including job changes (work assignments, shift scheduling, and job location).
Campus Safety

The DPS Community Relations and Outreach Bureau is responsible for coordinating workshops and other information sessions regarding practices and procedures of safety and security concerns at Brown University. For example, members of the department participate in University orientation programs, and coordinate residential unit presentations, brown-bag workshops on various safety topics to include personal safety, burglary prevention and more. Officer/student dialogue sessions are also offered in effort to promote positive police/community relations on our campus. DPS representatives also participate as requested by University students, faculty or staff in numerous events throughout the academic year.

Other programming offered by the department includes Community Policing Initiatives that facilitate interaction between DPS officers and various members of the community. For information regarding the department’s community policing initiatives, please contact our community outreach officer at (401) 863-9637.

Crime Prevention

Information and Education: DPS offers programs to inform as well as encourage students and employees to be knowledgeable about securing procedures and practices, risk-reduction strategies, crime awareness and the securing of the Brown campus. A comprehensive list of programs provided on campus is listing on page 39. The Brown Safety Portal was created for community members. This website has safety tips, videos, support phone numbers and Bear Tips Program information.

Crime Prevention Unit: DPS has available at no cost, crime prevention services designed to assist students and employees in properly securing their property and reducing their risk of becoming a victim of crime.

Full-time crime prevention staff is available to: present crime prevention lectures and discussions to groups of any size; deliver crime prevention programs such as Operation I.D. Brown Bear Watch and Bicycle Registration; distribute information about crime prevention to the Brown community; and survey Brown properties to identify security deficiencies and to recommend corrective changes through the Brown Building Security Initiative. For additional information, contact the Crime Prevention Unit (401) 863-1438 or (401) 863-1379.

Tips & Rumors Hotline (401) 863-2200: Call the Tips & Rumors Hotline to report information about a crime to a Communication Control Officer. This is not a recorded phone line and you may remain anonymous if you wish.

Personal Safety Alarms (PALS): Any student, faculty or staff member who is concerned about their personal safety may obtain a personal alarm device to carry and use for alerting individuals nearby that they are in danger. The personal alarm can be carried in a purse/bag, pocket, or attached to a key chain. It can be used in an emergency situation to call for help, draw attention to a situation, or to scare off an attacker. Simply pull the pin and the alarm will sound. To silence the alarm, insert the pin back into the device. PALS are available to all students at no cost.

Faculty and staff may purchase a PAL at the Brown Cashier’s Office, located on the 2nd floor of the Brown Office Building, located on the corner of Angell and Thayer Streets. With receipt of purchase, PALS can be picked up at one of our DPS locations, 75 Charlesfield Street or 310 Thayer Street.

Electronic Campus Watch: Through the use of email at Brown, students, faculty and staff can communicate with the Crime Prevention Unit at DPS. Community notifications are sent by the Crime
Prevention Unit alerting students, faculty and staff, campus agencies and local business via email about any crimes, scams and violent incidents, crime prevention programs, Safewalk services and safety tips. If you have any questions about the program, contact the Crime Prevention Unit at (401) 863-1438 between 9:00am and 4:00pm or via email at Campus_Safety@brown.edu.

**Operation Identification:** Operation ID is a system for permanently marking valuables using a personal identifying code. The service is free and can be obtained by making an appointment with the Crime Prevention Unit by calling (401) 863-1438 between 9:00am and 4:00pm. Operation ID is also offered in the first year units during the months of September and October.

**Brown Guardian:** Brown Guardian is a mobile app which enhances your personal safety on campus. It can be downloaded as Rave Guardian by Rave Mobile Safety from Google Play or iTunes or by navigating to the Guardian from your phone’s browser. Short videos on how to install the app and use key features are available here. Brown Guardian has three great features:

1. **Make Emergency Calls** - Place a call and send location and personal profile information to Brown’s Department of Public Safety (DPS) when you need help in an emergency.

2. **Send Emergency Tips to DPS** - Send text tips - including photos if you are in a situation that requires immediate assistance but circumstances do not allow you to make a call.

3. **Set a Safety Timer and Status** - set a timer before you set out for your destination. If you don't deactivate the timer in the specified number of minutes, DPS will be notified and will call your phone to verify your safety.

**IMPORTANT NOTE:** This service does not replace the standard practice of dialing (401)863-4111 or 4111 from a campus phone, to report campus-based police, fire, or medical emergencies to the Brown Department of Public Safety.

**Personal Safety and Crime Prevention Programs**

**Programs offered throughout the year upon request for students, faculty and staff include:**

- Understanding Sexual Assault
- Sexual Assault Resources and Bystander Intervention
- Sexual Assault and Greek Culture
- Sexual Assault Peer Education (SAPE)
- Sexual Assault Peer Education (SAPE) Presentation to staff
- Responding to Sexual Assault
- Sexual Assault and Study Abroad
- S.A.F.E: (Self-defense Awareness and Familiarization Exchange) Program
- Supporting Student who have been sexually assaulted
- Self-Care and Supporting Survivors
- Bringing in the Bystander
- Be Safe Brown (held every October)
- Step in and Take a Stand
- Understanding the Dynamics of domestic violence, dating violence, sexual assault and stalking – Workshop for Residence Peer Counselors (Held twice a year during Residential Peer Leader Training)
- Rape Aggression Defense (RAD) – Women’s Self Defense Program (held minimally twice a semester)
- Rape Aggression Defense (RAD) – for Men Program (held once a semester)
- Safety related workshops (see below for descriptions)

*Above programs are held upon request unless noted otherwise.*

**R.A.D. Systems Self-Defense Programs Available at DPS:** DPS is pleased to offer self-defense programming for all members of the Brown community. The Rape Aggression Defense (RAD) Basic Self-Defense Program for Women and the Resisting Aggression Defense (RAD) Program for Men are basic self-defense programs that emphasize and enhance the options of self-defense so that they may become viable considerations to anyone who may be confronted with aggression. The courses offer a comfortable and safe environment to learn basic self-defense strategies, enhance risk recognition and risk reduction abilities, and offers sexual assault education and awareness. RAD courses are instructed by certified DPS personnel and are offered during the evening hours at Brown. Registration for RAD courses can be found on the Brown training.brown.edu website. For more information about the RAD programs please call (401)863-2542.

**S.A.F.E:** S.A.F.E. (Self-defense Awareness and Familiarization Exchange) Program – 2-hour education program designed for women focusing on increasing their ability to assess and reduce risk and a pre-basic familiarization with physical training methods. This program sponsored by the National Self-Defense Institute.

**Understanding the Dynamics of Domestic Violence & Stalking on a College Campus**, Workshop for Residence Peer Leaders
Views about healthy and unhealthy relationships are shaped by our experiences, values, and culture, so we all don't see relationships through the same lens. However, it is important to be able to recognize & understand the subtle and not-so-subtle dynamics of domestic violence and stalking among peers in a campus environment. This workshop covers topics to include IPV prevalence information, domestic violence & stalking defined, victim/offender characteristics and dynamics, transitions in relationships, warning signs and barriers to reporting.

**Be Safe Brown!" Campus Safety Resource Fair**
“Be Safe Brown!” is a safety resource fair and an opportunity to educate new and returning university community members about the resources that promote physical, environmental, and personal safety on and off campus.

**Safety-Related Workshops:** The Department of Public Safety provides the community with the resources and education necessary to make informed choices about their safety. Department personnel participate in a wide range of campus events to include University orientations, resource fairs, Residential Peer Leader trainings and other special campus events in an effort to provide all members of the community with valuable and practical safety information. This information is also imparted through workshops geared towards to include:

- Campus & Personal Safety Awareness with DPS
- Understanding the Dynamics of Domestic Violence & Stalking on a College Campus
- Brown Building Security Initiative: Workplace Violence Prevention & Hostile Intruder Awareness
- “What’s Love Got to Do With It?” stalking awareness session with DPS.
Bear Tips Program
Brown Computer and Information Services (CIS) has partnered with the Department of Public Safety (DPS) to offer Bear Tips, a new and innovative media project that seeks to engage the community in safety awareness through short, fun safety videos. Each video module highlights a relevant safety message and resource that Public Safety would like to reinforce among community members. With Bruno's help, students faculty and staff are reminded to stop, think and bear in mind safe behaviors and safety resources that are readily available to them at Brown.

Bear Tips Coins are Great to Get and Good to Give!

In an effort to make the virtual Bear Tips learning experience applicable to everyday life here at Brown, we have created Bear Tips coins for distribution to incentivize the behaviors promoted in the video series. Coins are also useful outreach incentives that members of DPS will distribute to students and staff. There are a number of ways a student or staff member can earn Bear Tips Coins to include, but not limited to:

- Attend a Public Safety sponsored event/program
- Stop by a DPS resource table and connect with our staff
- Register property with the Crime Prevention Unit’s Operation ID Program
- A Brown DPS Officer spots you making a ‘street smart’ choice (i.e. securing your bicycle with a U-shaped lock, paying attention to your surroundings, etc.)

Visit the new Brown Safety Portal at http://www.brown.edu/safety to view our new Bear Tips Safety Videos and to learn how you can cash in your Bear Tips Coins for select Brown Bookstore products and more!

Safewalk
Public Safety sponsors a Safewalk program, which is a student-staffed operation. When in operation, Safewalk provides point-to-point walking escorts to members of the Brown community going walkable distances, which may or may not be on the shuttle route. Employees travel in pairs and are equipped with two-way radios. All Safewalk employees wear reflective, yellow vests and employee I.Ds. The service is available Sunday through Thursday from 9:00pm until 2:15am during the academic year. To request Safewalk Services, call (401) 863-1079. When Safewalk employees are not available, members of the community may request a walking escort by calling 3-3322. To become a Safewalk employee, please visit the student employment website.

Shuttle Service
Brown University Shuttle is a cooperative transportation service offered by Brown for the students, staff and faculty of Brown University and the Rhode Island School of Design. The services offered through shuttle service are as follows:

- Brown University shuttle is scheduled evening service on fixed rounds around the Brown and RISD campuses. The shuttles circle the routes stopping at prescribed locations. A red and white 18” X 24” shuttle sign is posted at each stop. Reservations are not required. A valid Brown or RISD I.D. must be shown before boarding the shuttle. The shuttle service operates daily when school is in session. Hours of operation are from 5:00pm to 3:00am (November through March) and 7:00pm to 3:00am (September, October, April, and May).
- **Brown onCall** Brown onCall is available only to Brown community members who live on and off campus within the onCall coverage area. OnCall provides rides within the onCall coverage area on campus to off campus locations and vice versa. For use of onCall and to request a ride via phone please call (401) 863-1778. Hours of operation are from 5:00pm to 3:00am (November through March) and from 7:00pm to 3:00am (November through March) and 7:00pm to 3:00am (September, October, April, and May). More detailed information regarding onCall, including wait times and call backs, guest policies, and rules and regulations can be found at [Brown onCall](#).

- **Brown Daytime Shuttle** is a daytime shuttle service that provides transportation year round between Brown/RISD, Brown Medical School and the hospitals via downtown and the “Knowledge District”. This service is available for students, faculty and staff members of Brown and RISD. Passengers must show a Brown or RISD I.D. when boarding the vehicle. For further information regarding the shuttle stops, schedules, and policies, please visit [Brown Daytime Shuttle](#).

- **SEAS onCALL** service is a reservation-based transport for members of the Brown community who have disabilities and need assistance getting around campus. SEAS onCall is available for students, faculty and staff members of Brown with a permanent or temporary disability. SEAS onCall riders must register with the Disability Support Service office (401) 863-9588 and provide documentation of their disability and need for the service. For further information regarding SEAS onCall, including use of the service, hours of operations and registration, please visit [SEAS onCall](#).

**Emergency Blue Light Phones**

There are approximately 155 outdoor Emergency Blue Light phones located on or near the exterior of residence halls and University buildings. They are also located on the campus walkways and at the parking garage. Additionally there are approximately 55 elevator phones (equipped for emergency calls) in various campus buildings. Outdoor emergency phones are housed in gray or yellow cases, are mounted directly to building or stanchions, and have a blue light above them. These phones can be used for calling within the University phone system and have a direct speed calling button (marked in red) that will connect you directly with a DPS Communication Control Officer. In an emergency, calls made through the direct speed button also contain a feature that will identify your location to the Communication Officer answering the call. **When getting acquainted with the campus, please take the time to note the locations of these phones.** The phones also provide Brown students, faculty, and staff with the option to request an escort or Safewalk services, and these calls receive priority assistance.

**Brown Building Security**

Access to most University facilities is intended to be restricted to student, staff, and faculty of Brown or those with legitimate business with the University. Any person on University property must be able to show proper identification upon request. During evening and weekend hours, most University facilities are kept locked, and both key and card access are restricted to individuals who obtain authorization through proper administrative channels.

Security of both persons and property in residence halls relies greatly on the precautions taken by student residents. Room doors, exterior doors, basement, adjacent fire escapes and fire doors on every floor should be kept locked at all times. Fire doors should be closed. Alarms will be generated within the security systems for any exterior doors propped open where the door is controlled by card access. **Do not**
**prop doors open.** Close any doors you find propped open. Report immediately to DPS any thefts, or attempted thefts, as well as suspicious activity, so that officers may be dispatched to investigate. A campus-wide card access system has been installed in all residential dorms and in several administrative building on campus. There is twenty-four hour monitoring of the system and an officer is dispatched if a door is propped, or held open too long, or forced open. As with all technology, the system is not infallible and all students are advised to remain vigilant with regard to security matters.
Campus Crime Report

Definition of Categories:

**Aggravated Assault**: an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

**Arson**: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, personal property, etc.

**Burglary**: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

**Consent**: Consent is an affirmative and willing agreement to engage in specific forms of sexual contact with another person. Consent requires an outward demonstration, through mutually understandable words or actions, indicating that an individual has freely chosen to engage in sexual contact. Consent cannot be obtained through: (1) manipulation; or (2) the use of coercion or force; or (3) by taking advantage of the incapacitation of another individual.

Silence, passivity, or absence of resistance does not imply consent. It is important not to make assumptions; if confusion or ambiguity arises during a sexual interaction, it is essential that each participant stops and clarifies the other’s willingness to continue.

Consent can be withdrawn at any time. When consent is withdrawn, sexual activity must cease. Prior consent does not imply current or future consent; even in the context of an ongoing relationship, consent must be sought and freely given for each instance of sexual contact.

An essential element of consent is that it be freely given. Freely given consent might not be present, or may not even be possible, in relationships of a sexual or intimate nature between individuals where one individual has power, supervision or authority over another.

In evaluating whether consent was given, consideration will be given to the totality of the facts and circumstances, including but not limited to the extent to which a complainant affirmatively uses words or actions indicating a willingness to engage in sexual contact, free from manipulation, intimidation, fear, or coercion; whether a reasonable person in the respondent’s position would have understood such person’s words and acts as an expression of consent; and whether there are any circumstances, known or reasonably apparent to the respondent, demonstrating incapacitation or fear.

**Dating Violence**: Violence by a person who is or has been in a romantic or intimate relationship with the victim. Whether there was such relationship will be gauged by its length, type, and frequency of interaction.

**Domestic Violence**: Violence that has been committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and the existence of such a relationship shall be determined based on the reporting party’s statement with consideration of: the length of the relationship; the type of relationship; the frequency of interaction between the persons involved in the
relationship. Domestic violence is not limited to sexual or physical abuse or the threat of such abuse.

**Motor Vehicle Theft**: The theft or attempted theft of a motor vehicle (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned-including joy riding).

**Murder and Non-negligent Manslaughter**: The willful (non-negligent) killing of one human being by another.

**Manslaughter by Negligence**: The killing of another person through gross negligence.

**Robbery**: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force, violence, and/or causing the victim fear.

**Stalking** (RIGL § 11-59-2): Any person who (1) harasses another person; or (2) willfully, maliciously, and repeatedly follows another person with the intent to place that person in reasonable fear of bodily injury, is guilty of the crime of stalking. “Harasses” means a knowing and willful course of conduct directed at a specific person with the intent to seriously alarm, annoy, or bothering person, and which serves no legitimate purpose. The course of conduct must be such as would cause a reasonable person to suffer substantial emotional distress, or be in fear of bodily injury. “Course of conduct” means a pattern of conduct composed of a series of acts over a period of time, evidencing a continuity of purpose. Constitutionally protected activity is not included within the meaning of “course of conduct.”

**Cyberstalking and Cyberharassment** (RIGL § 11-52-4.2): Whoever transmits any communication by computer or other electronic device to any person or causes any person to be contacted for the sole purpose of harassing that person or his or her family is guilty of a misdemeanor.

Covered Persons studying, working, or engaging in other Brown University activities outside the State of Rhode Island are governed by the applicable laws regarding sexual assault and other criminal offenses implicated by this policy.

Behavior that violates this policy also may subject a respondent to civil or criminal liability. Please note that the preponderance of the evidence standard used by the University is not the standard used for criminal culpability in most jurisdictions and a determination of responsibility under this Policy does not equate with a finding of a violation of criminal laws.

**Weapon Law Violations**: The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

**Drug Law Violations**: Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, Methadone); and dangerous non-narcotic drugs (Barbiturates, Benzedrine).

**Liquor Law Violations**: The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Public drunkenness and driving under the influence are not included in this definition.)
**Hate Crimes**: includes any of the **below crimes** that manifest evidence that the victim was intentionally selected because of the perpetrator’s actual or perceived bias regarding: race, gender, religion, national origin, sexual orientation, gender identity, ethnicity/national origin and or disability: Murder, Manslaughter (non-negligent/negligent), Sex Offenses (forcible/non-forcible), Robbery, Aggravated assault, Burglary, Motor vehicle theft, Arson, Larceny-theft, Simple assault, Intimidation, Destruction, damage or vandalism of property, Any other crime causing bodily injury.

**Sex Offenses-Forcible**: Any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly and/or against the person's will where the victim is incapable of giving consent because of temporary or permanent mental or physical incapacity (including due to influence of drugs or alcohol). Physical resistance is not required on the part of the victim to demonstrate lack of consent. 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. Includes any gender of the victim or perpetrator.

*First Degree Sexual Assault* (RIGL § 11-37-2): A person is guilty of first degree sexual assault if he or she engages in sexual penetration with another person, and if any of the following circumstances exist: (1) The accused, not being the spouse, knows or has reason to know that the victim is mentally incapacitated, mentally disabled, or physically helpless. (2) The accused uses force or coercion. (3) The accused, through concealment or by the element of surprise, is able to overcome the victim. (4) The accused engages in the medical treatment or examination of the victim for the purpose of sexual arousal, gratification, or stimulation.

*Second Degree Sexual Assault* (RIGL § 11-37-4): A person is guilty of second degree sexual assault if he or she engages in sexual contact with another person and if any of the following circumstances exist: (1) The accused knows or has reason to know that the victim is mentally incapacitated, mentally disabled, or physically helpless. (2) The accused uses force or coercion. (3) The accused engages in the medical treatment or examination of the victim for the purpose of sexual arousal, gratification, or stimulation.

*Third Degree Sexual Assault* (RIGL § 11-37-6): A person is guilty of third degree sexual assault if he or she is over the age of 18 years and engages in sexual penetration with another person over the age of 14 years and under the age of consent, 16 years of age.

**Sex Offense-non forcible**: Any sexual act directed against another person, by coercion or incapacitation where the victim is incapable of giving consent. *(Include only incest and statutory rape)*.

**Clergy Geographic Definitions**

**On-campus** – Any building or property owned or controlled by the University within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes or property owned by the University but controlled by another person and is used by students, and supports institutional purposes (ex: retail vendors).

**Residence Halls** – subset of On-Campus – any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the University.

**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. *Private homes and businesses located with the University’s geographical area are not considered public property.*

**Non-campus** – Any building or property owned or controlled by a student organization that is officially
recognized by the University or any building or property owned or controlled by the University, used in
direct support of, or in relations to, the University’s education purposes. Must be frequently used by
students and not with the same reasonably contiguous geographic area of University.
Brown University Criminal Offense Statistics  
January 1, 2012 to December 31, 2014

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
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<td>Non Campus</td>
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</table>

The above Brown University offenses do not include crimes reported outside of the Clery reporting guidelines.  
* Statistics were not required prior to 2013  
UNFOUNDED REPORTS – per the Department of Education agencies must report any crimes deemed unfounded beginning with calendar year 2014  
2014 – zero
Brown University Hate Crime Statistics

Reportable hate crimes are: homicide, negligent manslaughter, forcible/non-forcible sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny, intimidation, vandalism.
The categories are: race, gender, religion, sexual orientation, gender identity, ethnicity/national origin and disability.

2014 - zero

2013 — zero

2012 - 1- intimidation (ethnicity – on campus residence)

Brown University Arrests for Weapons, Drug, and Liquor Law Violations
January 1, 2012 to December 31, 2014

<table>
<thead>
<tr>
<th>Arrests for:</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
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<td>Non Campus</td>
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Brown University Disciplinary Referrals for Weapons, Drug, and Liquor Law Violations
January 1, 2012 to December 31, 2014

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<th>Disciplinary Referrals:</th>
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## Providence Police Department – Criminal Offense Statistics – East Side of Providence

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<td>*</td>
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- *Statistics were not required prior to 2013

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## Local Police Criminal Statistics for Off Campus Hospital Research and Training Sites

<table>
<thead>
<tr>
<th>Hospital/Research Site</th>
<th>RI Hospital/Woman &amp; Infants (Providence)</th>
<th>Roger Williams Hospital (Providence)</th>
<th>Bradley Hospital (East Providence)</th>
<th>Pawtucket Memorial Hospital (Pawtucket)</th>
<th>Miriam Hospital (Providence)</th>
<th>Butler Hospital (Providence)</th>
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</thead>
<tbody>
<tr>
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</tr>
</tbody>
</table>

- *Statistics were not required prior to 2013
Providence Police Department Criminal Offense Statistics
East Side of Providence

Visit Providence Police Department’s website for a more detailed map

District 8:  http://www.providenceri.com/efile/244
District 9:  http://www.providenceri.com/efile/245

1. Providence statistics are referenced by the specific district servicing the indicated area.
2. Gray shaded areas generally represent the property not owned by Brown University.
3. Providence Police Department statistics may include reports also counted by the Brown University Department of Public Safety.
APPENDIX A: Campus Conduct Process for Student Respondents

Campus Conduct Process
When the University investigates a claim of violence, domestic violence, or stalking which is not gender based, student participants in the University’s Student Conduct Process, both complainants and respondents, are permitted to have an advisor during a formal investigation, a hearing before the Student Conduct Board, an Administrative Hearing, or a Student Organization Hearing. The advisor may be any person of their choice within the University community who is a full time faculty or staff member and is not an attorney.

The Dean of Students may refer student conduct offenses that involve possible separation from the University or a transcript remark to an Administrative Hearing (AH) or to the Student Conduct Board (SCB) for a hearing. The AH or SCB will review the evidence, hear testimony, and receive information. The AH or SCB further determines, by a preponderance of the evidence, whether the respondent(s) is responsible for violations of the Code of Student Conduct, and, as appropriate, recommends a sanction. Each AH consists of one administrator serving as the hearing officer and each SCB hearing panel consists of a member of the faculty, a dean, and a student. When the AH or SCB finds a respondent responsible for a violation of the Student Conduct Code, the Dean of Students will impose a sanction. Both the complaining student and the respondent will be notified in writing of the AH’s or SCB’s responsibility finding and the sanction imposed by the Dean of Students. The respondent has the right to appeal the decision to the Vice President for Campus Life and Student Services. The Office of Student Life will, upon request, disclose the results of any disciplinary proceeding against a student who is the respondent in any case involving violence to the alleged victim and/or next of kin if the victim is deceased.

Sanctions Brown may impose for violations of the Code of Student Conduct
Violations of the Code of Student Conduct may result in the following sanctions, in order of increasing severity:

1. **Reprimand.** A reprimand is a written notice that a student has violated the Code of Student Conduct and that another violation will likely result in a more severe sanction.

2. **Probation.** Probation is a designated period of time during which the student is given the opportunity to demonstrate the ability to abide by the community’s expectations of behavior articulated in the Code of Student Conduct. Restrictions and/or conditions regarding participation in University-sponsored activities may be imposed.

3. **Deferred Suspension.** Deferred suspension is used for offenses found serious enough to warrant suspension, but where the specific circumstances of the case mitigate the offense or for repeated offenses of a less serious nature. Deferred suspension is a designated period of time during which a student is given the opportunity to demonstrate the ability to abide by the community’s expectations of behavior articulated in the Code of Student Conduct. A student on deferred suspension shall not represent the University as an official delegate or representative, hold an office (elected or appointed) in University groups of any kind, or participate in University-sponsored travel or study abroad. If the student is found responsible for violating any additional University code or regulation during the period of Deferred Suspension, the student may be immediately suspended from the University and

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may be subject to additional sanctions for the subsequent violation. A deferred suspension may be accompanied by a transcript remark (See “Accompanying Terms for Sanctions”).

4. **Suspension.** Suspension is separation from University for a designated period of time after which the suspended student may petition the Dean of Students for readmission to the University. The petition must demonstrate that the student has satisfied any accompanying terms of the suspension. A student who has been suspended may not be on University property without the prior approval of the Dean of Students. A suspended student is prohibited from participating in any University activity or program. A suspension may be accompanied by a transcript remark (See “Accompanying Terms for Sanctions”).

5. **Expulsion.** Expulsion is permanent separation from the University. A student who has been expelled is prohibited from entering any University premises and participating in any University activity or program without explicit permission. An expulsion may be accompanied by a transcript remark (See “Accompanying Terms for Sanctions”).

The following terms may accompany any of the sanctions described above, except when noted.

1. **Parent/Guardian Notification.** Parents/guardians may be notified, in accordance with applicable regulations, of the outcome of any student conduct hearing.

2. **University File Entry.** A University file entry is a non-permanent entry into a student’s official University file. A copy of the written notification to the student of the outcome of the hearing is placed in the student’s official University file. A University file entry will be removed not later than at the student’s graduation from the University.

3. **Restitution.** Restitution is the repayment to the University or to an affected party for damages to property resulting from a violation of the Code of Student Conduct.

4. **Removal from University Housing.** Separation of a student from University-owned housing (residence halls and rental properties) may accompany the sanction of any student conduct hearing. The separation from University housing must be for a designated period of time. Conditions for readmission to University housing may be specified.

5. **Transcript Remark.** A transcript remark is a notation on a student’s official University transcript. A transcript remark may accompany a deferred suspension, suspension or expulsion. Following a deferred suspension, a student may petition to have a transcript remark removed after one full semester. Undergraduate students must petition the Dean of Students; graduate student must petition the Dean of the Graduate School; medical students must petition the Dean of Medicine and Biological Sciences. For suspensions and expulsions a permanent entry will appear on a student’s transcript.

6. **Fines.** When appropriate, a fine may accompany the sanction of any student conduct hearing. In general, fines may range from $25 (e.g., damage or theft to University property, failure to evacuate when a fire alarm sounds) to $1000 (e.g., pulling a false alarm).

7. **Other Accompanying Terms.** Other terms designed to ensure responsible behavior may accompany the sanction of any student conduct hearing. These terms may include, but are not limited to, educational projects, meetings with educators/counselors, community restitution, housing relocation, and other assignments as warranted.
APPENDIX B: Resolution Process for Faculty Respondents

A. INFORMAL GRIEVANCE RESOLUTION
The aim of the informal grievance resolution process is not to determine whether there was intent to harass but to ensure that the alleged offending behavior ceases and that the matter is resolved promptly at the lowest possible level. Intent is not generally relevant to defense of sexual harassment behaviors. In fact, sexual harassment need not be intentional. Under Brown's sexual harassment policies, the intent of the person who is alleged to have behaved improperly is not relevant to determining whether a violation of Brown's policy has occurred. The relevant determination is whether a reasonable person could have interpreted the alleged behavior to be sexual.

No disciplinary action is taken in resolving informal grievances. Hence, informal grievance resolution procedures should not be used for severe cases of sexual harassment/sexual assault, nor should they be used when the alleged harasser has been the subject of a previous formal grievance.

Additionally, there is no requirement that the individual use informal procedures before filing a formal grievance, nor that the grievance be put into writing before informal resolution procedures are utilized. Likewise, the individual is free to withdraw from informal procedures altogether, file formally with the University, and/or file charges under federal and state law or use the courts.

In severe cases of sexual harassment/sexual assault or instances involving a repeated offender, the University may conduct a University-generated investigation if there is sufficient reason to believe that sexual harassment/sexual assault could have or does exist. Also note that informal resolution mechanisms are not appropriate in cases which involve allegations of sexual assault.

Some informal actions that may be appropriate are:
1. Writing a confidential letter to the alleged harasser informing him/her of the negative behavior, the resulting impact on the writer, and what the writer wants next, usually "I want the behavior stopped", or "I want to be treated the way a student or fellow employee should be treated".
2. Asking that a workshop be conducted for the unit/division.
3. Asking that someone speak to the alleged offender.
4. Meeting with the alleged offender and a third party to explain the grievant's feelings and the University's policy.

Possible outcomes of an informal process include:
1. The grievance is resolved to the satisfaction of both parties.
2. Grievance not resolved: In cases where resolution of the grievance is not possible, the University Resource Person will advise the grievant of the option of filing a formal grievance within the University and the options outside the University that may be pursued, i.e., filing with the R. I. Commission for Human Rights, EEOC, and/or the Office of Civil Rights.

B. FORMAL GRIEVANCE RESOLUTION
The filing of a written grievance is generally required for the matter to be formally investigated and a determination made as to whether a violation of University policy prohibiting sexual harassment has
occurred. The procedure and person handling formal grievances depend on the University community status of the grievant and the University community status of alleged respondent. “University community status” refers to whether a person is a student, faculty member, or staff member. Accordingly, formal grievances are filed as follows: (Please note that for purposes of this discussion “student” is defined to include all students whether undergraduate, graduate or medical.)

If alleged sexual harasser is a: File grievance with:

<table>
<thead>
<tr>
<th>Student</th>
<th>Senior Associate Dean of Student Life (x3-3800)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty member</td>
<td>Provost (x3-2216)</td>
</tr>
<tr>
<td>Staff member</td>
<td>Human Resources (x3-1787)</td>
</tr>
</tbody>
</table>

All formal investigating officials will conduct full, impartial, and timely investigations. Investigating officials will provide the respondent with the allegations, to which that individual will be required to respond in a timely manner. During the course of the investigation the formal investigating officials normally will interview the grievant, the respondent, and witnesses identified by each party. As previously indicated herein, to the extent possible, grievances will be handled confidentially, with the facts made available only to those who have a compelling need to know for purposes of investigation, resolution, or legal compliance.

For more detailed information, refer to the Faculty Grievance Procedure, Faculty Rules and Regulations, Handbook of Academic Administration, the Office of Student Life website, in particular, the policies and procedures for the non-academic disciplinary process, Tenets of Community Behavior, and the Human Resources Policies and Practices Manual.

The specific issues to be investigated/reviewed may include but are not limited to:

1. Whether the specific conduct has occurred and constitutes a violation of Brown's sexual harassment policies, the type(s) of conduct; frequency of occurrence; date(s) on which or time period over which the conduct has occurred; location of alleged occurrence and all factual circumstances upon which the grievance is based;
2. The specific relationship of the respondent to the grievant (e.g., professor-student, supervisor-employee, employee-student, etc.);
3. The effect of the respondent's conduct on the grievant, including any consequences that may be attributed to the conduct;
4. Whether the respondent is aware of the grievant's concerns;
5. Whether the department chair or supervisor is aware of the grievant's concerns;
6. The names of witnesses having factual knowledge of the circumstances surrounding the grievance;
7. Whether any prior steps were taken to resolve the grievance; and/or
8. Whether there are any additional resources that may be helpful to resolve the grievance.

Please Note: Sexual harassment need not be intentional. Under Brown's sexual harassment policies, the intent of the person who is alleged to have behaved improperly is not relevant to determining whether a violation of Brown's policy has occurred. The relevant determination is whether a reasonable person could have interpreted the alleged behavior to be sexual.
Some possible outcomes of a formal investigation include:
1. a finding that the alleged violation occurred; or
2. a finding that there is no violation occurred; or
3. a finding that other misconduct may have occurred.

(This information will be provided to the appropriate University official for further consideration/action.). The preponderance of the evidence standard shall be used in determining whether or not a violation occurred.

C. FORMAL SANCTIONS
Sanctions imposed upon offenders shall be commensurate with the egregiousness of the conduct and adequate and sufficient to demonstrate the University's commitment to taking strong and effective measures to both remedy and prevent the conduct.

- Decision to impose sanctions.
  If after reviewing the investigative report, the appropriate University official (as described below) concludes that a violation of the policy has occurred.

- University officials responsible for decision.
  The decision to impose formal sanctions will be made by one of the following University officials:
    a. In cases involving a faculty member, (contract and/or adjunct), or other instructional personnel as the respondent, by the Provost or the Provost's designee.
    b. In cases involving a staff person as the respondent, by the senior officer for the department/unit employing the charged party or by that person's designee.
    c. In cases involving a student as the respondent, by the Senior Associate Dean of Student Life or the Dean's designee.
    d. 

  Appropriate sanctions may range from a written reprimand up to and including separation of the offending party from the University in accordance with established University procedures. In addition to the University disciplinary process, rape and other forms of sexual assault may be prosecuted criminally by the Attorney General of the State of Rhode Island. Use of the University procedures, or a lack thereof, does not preclude a grievant from filing charges under State criminal statutes. Both parties should be informed of the existence of their rights in other forums.

D. APPEALS
Respondents desiring to appeal the sanction(s) will do so through the corresponding channel depending on the University community status of the respondent. If the respondent is a student, the appeal is considered by the Provost, or the Provost’s designated representative. If the respondent is a faculty member, the appeal is considered by the Committee on Grievance, which in turn shall make a recommendation to the President. If the respondent is a member of the University staff, the case is considered by the respondent's senior officer. In cases where the senior officer prescribed the sanctions, then the appeal will be considered by the President or the President’s designated representative.
Appeals will normally be considered only when new evidence which was not reasonably available at the time of the formal investigation becomes available or when an allegation of substantial procedural error on the part of the investigator or investigatory process is made, or on the grounds that the sanction was excessively severe. The appeal authority shall have the power to affirm, reverse, or modify the decision and/or the penalty imposed (but not increase), or to remand the matter to the University official imposing the sanction for further consideration. Appeals must be submitted in writing detailing the specific reason(s) for the appeal. The appeal must be submitted to the appeal authority which corresponds to the status of the respondent and must be filed within prescribed time frames.
APPENDIX C: Staff Process for Filing a Complaint of Sexual Harassment, Discrimination or Violence

- A staff member who believes that s/he has experienced sexual harassment, discrimination or violence is strongly encouraged to submit a formal complaint utilizing the staff complaint form. The form should be sent to Wendy McRae-Owoeye who serves as the Director of Diversity and Inclusion, University EEO/AA Officer, and Deputy Title IX Coordinator for Staff (“Director”). The purpose of the complaint form is to assist the complainant in formulating a concise statement of her/his allegations.

- The Director will review the complaint form with the complainant and will provide guidance and counseling to the complainant regarding options for proceeding with an investigation and other services and resources that may be helpful to the complainant. This includes informing the complainant of the right to file a complaint with Brown’s Department of Public Safety and/or city and state law enforcement agencies.

- If the Director decides that an investigation is warranted, she will inform the complainant of her decision and will develop a plan for the investigation. [Note: The Director may delegate her role in responding to a complaint to others in University Human Resources or the Office of Institutional Diversity if she is unavailable for any reason or if her involvement would constitute a conflict of interest. In this case, the delegate will oversee all aspects of the investigation, including deciding whether or not Brown’s policy was violated and communication of his/her findings to the appropriate parties as described below.]

- Typically, the first step in the investigation is for the Director to meet with the respondent to let him/her know of the complaint and to ask a preliminary set of questions regarding the allegations in the complaint.

- After initial meetings with the complainant and the respondent, the Director will decide whether or not to interview others who may have witnessed the alleged harassment, discrimination or violence or who may have other information helpful to the Director in determining whether or not a violation of policy occurred.

- The Director will be as flexible as possible with regard to scheduling meetings with the complainant, respondent, and others regarding a complaint. She will also consider requests from the complainant and/or respondent to bring an advisor to a meeting(s).

- For most cases in which the Director determines that a violation of Brown’s policy has occurred, the Director will prepare a written report of her findings and will make every attempt to issue her written report within 60 days of receiving the original complaint. She will send copies of the final report to the Vice President for Institutional Diversity, Vice President for Human Resources, and other confidential parties as appropriate.

- The Director will also send letters to the complainant and respondent to inform them of her conclusion regarding whether or not Brown’s policy regarding sexual harassment, discrimination, and violence was violated.

- If the Director determines that Brown’s policy was not violated, she will document the findings of fact supporting the conclusion and close the case.

- If the Director determines that Brown’s policy was violated, she will refer the case to the Director of Labor and Employee Relations who will determine the appropriate disciplinary action and/or other remedy in consultation with the Vice President for Human Resources.
• If disciplinary action is determined to be required, the staff member(s) who violated Brown’s policy will be so notified in writing, and discipline will be imposed. The complainant will be informed that appropriate action has been taken, but the details regarding the specific discipline imposed will not be shared with the complainant.

• A copy of any written notification regarding discipline will be kept in the appropriate employee’s file in University Human Resources.
The Department of Public Safety has a Special Victims Unit staffed by personnel training to provide advocacy and post-crisis support to victims of sensitive crimes and are available to students, faculty and staff who may need assistance and guidance through the criminal justice process, obtaining a protective order, or safety planning. The SVU consists of detectives and law enforcement advocate, who work closely with appropriate University departments and community agencies that offer a network of support to victims of sexual assault, domestic violence, stalking or bias-related incidents.

**Sexual Harassment Information Liaisons:**

Yolanda Castillo-Appollonio  (401) 863-9579  
Maria Suarez  (401) 863-3145  
Administrator on Call  x4111 (24 hours a day)  
Office of Student Life  (401) 863-3800  
Department of Public Safety  x4111 or x3-3322  

Special Victims Unit:  
(401) 863-2542, (401) 863-2542 (401) 863-5292  

Information regarding sexual assault/harassment, dating violence, stalking please visit Brown’s Health website.  

**Title IX Office:**  
Amanda Walsh  
Title IX Program Officer  
(401) 863-2216  

**Student Liaison:**  
Yolanda Castillo-Appollonio  
Associate Dean of Student Life  
(401) 863-9579  

**Faculty Liaison:**  
Liza Cariago-Lo  
Vice President  
Academic Development, Diversity & Inclusion  
(401) 863-2216  

**Staff Liaison:**  
Wendy McRae-Owoeye  
Director of Staff Diversity and  
University Equal Employment  
(401) 863-1787  

**24 hour Emergency Numbers**  
Brown Public Safety/EMS  
On campus x4111—Off Campus (401)863-4111  

**24/7 Sexual Assault Response Line**  
(401) 863-6000  

Providence Police  911 or (401) 272-3121  

Day One Sexual Assault & Trauma Center  
(401) 421-4100  

**Title IX Resources** for students, faculty and staff