
Effective Date: **August 1, 2026**

SUPPLEMENT

EMPLOYMENT, SAFETY, STUDENT LIFE

Non-Discrimination Policy – Appendix B

RESPONSIBLE OFFICE

Equal Opportunity Office

Appendix B – Confidentiality Protections and Reporting Obligations

Required Reporters

Boston University Employees, except those who are designated as Confidential Resources and are acting within the scope of their confidential duties, are Required Reporters of disclosures of incidents that reasonably may constitute Discrimination, Harassment, and Retaliation (Prohibited Behavior). This means that when a Required Reporter, acting within the scope of their employment, receives information, observes, or has knowledge of conduct that reasonably may constitute Prohibited Behavior, they must promptly share with the EOO all known details of the disclosure, even if the information is not reported to them by a Community

Member. A student-employee who, while operating within their role as an Employee, receives information that may reasonably constitute Prohibited Behavior is also a Required Reporter. Required Reporters are required to respect the parties' privacy to the greatest extent possible and will disclose identifying information to others, including the Resolution Team, only on a need-to-know basis.

Confidential Resources

Confidential Resources at BU will not share disclosures of potential Prohibited Behavior with a member of the Resolution Team but will inform the person disclosing information that the employee has confidential status, how to contact BU's Title IX Coordinator and make a complaint, and that the Title IX Coordinator may be able to provide supportive measures and initiate resolution procedures.

BU designates certain employees as Confidential Resources under this Policy, meaning that information provided to a Confidential Resource is considered impermissible unless the person to whom the confidentiality is owed gives permission in writing for such information to be disclosed. Please note that not all information provided to a Confidential Resource is privileged or confidential under federal or state laws and thus may be admissible in criminal or civil proceedings.

For an updated list of Confidential Resources at BU, please visit www.bu.edu/eoo.

Office/Personnel	Status	Reporting Obligation
<u>Counseling and Psychiatric Services ("CAPS")</u>	Confidential	If the incident is a crime on or near campus, CAPS will report it without any identifying information to BUPD for inclusion in the annual security report and for issuance of any required timely warning (Clery Act).

Boston University
Police Department
("BUPD")

Not
Confidential

BUPD may report prohibited behavior to the EOO so that the University can investigate and respond. If the incident is a crime, BUPD will include it in a crime log and the annual security report without identifying the victim (Clery Act). If the incident is a crime and poses a serious or continuing threat, BUPD will issue a timely warning or emergency notification (Clery Act). BUPD will share information with BU personnel who need to know it in order to carry out University policies and procedures.

University
Chaplains ("Clergy")

Confidential

None, if they are operating in their capacity as clergy. If acting in another capacity, see section on other University Personnel, below.

Center for
Psychiatric
Rehabilitation
("CPR")

Confidential

CPR may assess, coordinate, and facilitate, with the Title IX Coordinator, supportive measures for student respondents. CPR will document any supportive measures they facilitate.

Confidential
Resource Provider
("CRP")

Confidential

Confidential Resource Providers will share information on reporting options and the effects of each option, counseling services available on campus and through local, community-based rape crisis or domestic violence centers, medical and health services available on and off-campus. They will also provide a summary of available supportive measures related to academic and residence life, and employment, explain BU's disciplinary process or the legal process carried out through local law enforcement agencies, notify the reporting party of their rights and BU's responsibilities in obtaining a criminal protection order (209A/258E), BU No Contact Directive, or BU No Trespass Order.

Dean of Students
Office ("DOS")

Not
Confidential

DOS will share information with Other University Personnel who need to know it in order to carry out University policies and procedures. DOS is the official record keeper of all student records including allegations of prohibited behavior.

If the incident is a crime on or near campus, DOS will report it without any identifying information to BUPD for inclusion in the annual security report and for issuance of any required timely warning (Clery Act).

Equal Opportunity
Office (“EOO”)

Not
Confidential

Unless a complainant requests otherwise and the request is granted, EOO will investigate, respond to complaints of Prohibited Behavior, and provide Supportive Measures.

If the incident is a crime on or near campus, EOO will report it without any identifying information to BUPD for inclusion in the annual security report and for issuance of any required timely warning (Clery Act). EOO will share information with University Personnel who need to know it in order to carry out University policies and procedures. EOO will assess, coordinate, and facilitate supportive measures for employees.

Faculty & Staff
Assistance Office
 (“FSAO”)

Confidential

If the incident is a crime on or near campus, FSAO will report it without any identifying information to BUPD for inclusion in the annual security report and for issuance of any required timely warning (Clery Act).

Office of Student
Conduct & Conflict
Resolution
 (“OSCCR”)

Not
Confidential

OSCCR will share information with Other University Personnel who need to know it in order to carry out University policies and procedures. If the incident is a crime on or near campus, OSCCR will report it without any identifying information to BUPD for inclusion in the annual security report and for issuance of any required timely warning (Clery Act).

<u>University Ombuds</u>	Confidential	The Ombuds will provide anonymous (de-identified) information to the EOO/OSCCR in an effort to address emerging problems or to prevent recurrence, including information on general trends or patterns of concern.
Other University Personnel	Not Confidential	Will report to the EOO all information received about conduct that reasonably may constitute Prohibited Behavior so BU can investigate and respond. If the incident is a crime, a “campus security authority” will report it without any identifying information to BUPD for inclusion in the annual security report and for issuance of any required timely warning (Clery Act). Other University Personnel will share information with BU personnel who need to know it in order to carry out University policies and procedures.
IRB Research	Not Confidential	A University employee conducting an IRB-approved human-subjects research study designed to gather information about sex discrimination will share information received during the course of the study.
<u>Survivor Advocacy, Response and Prevention (“SARP”)</u>	Confidential	If the incident is a crime on or near campus, SARP will report it without any identifying information to BUPD for inclusion in the annual security report and for issuance of any required timely warning (Clery Act) if the complainant consents to the report. SARP may assess, coordinate, and facilitate, with the Title IX Coordinator, supportive measures for students. SARP will document any supportive measures they facilitate.

<p><u>Student Health Services (“SHS”)</u></p>	<p>Confidential</p>	<p>If the incident is a crime on or near campus, SHS will report it without any identifying information to BUPD for inclusion in the annual security report and for issuance of any required timely warning (Clery Act).</p>
<p>Title IX Coordinator</p>	<p>Not Confidential</p>	<p>The person(s) designated by BU to ensure compliance with Title IX and BU’s Title IX program. References to the University Title IX Coordinator throughout the Policy may also encompass a designee of the coordinator for specific tasks.</p>

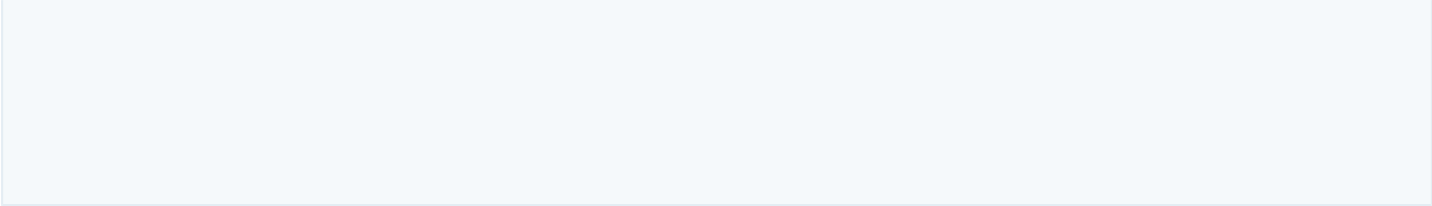
END OF POLICY TEXT

Additional Resources Regarding This Policy

This Appendix is part of the [Boston University Non-Discrimination Policy](#) and corresponding [Boston University Non-Discrimination Procedures](#) - effective August 1, 2026

Appendices Related to the [Boston University Non-Discrimination Policy](#) and corresponding [Boston University Non-Discrimination Procedures](#)

- [Appendix A](#)
- [Appendix B](#) [this document]
- [Appendix C](#)



Categories: Discrimination, Employee Handbook and Policies Manual, Employment, Faculty, Harassment, Non-Represented Staff, Safe Environments and Workplace Safety, Safety, Safety and Safe Environments, Sexual Misconduct, Sexual Misconduct, Student Life, University Policies Affecting Student Life, Workplace