

Dr. Gloria Waters, University Provost and Chief Academic Officer



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TO: Boston University Students, Faculty, and Staff

FROM: Gloria Waters, University Provost and Chief Academic Officer *GW.*

DATE: August 20, 2024

SUBJECT: BU Sexual Misconduct Policy

Boston University is committed to maintaining a learning and working environment that is free of discrimination and harassment through both prevention efforts and vigorous enforcement of our nondiscrimination policies. BU's [Sexual Misconduct Policy](#) and [Equal Opportunity Policy](#) (collectively, the "policies") and their accompanying procedures ([Procedures for the Resolution of Non-Title IX Sexual Misconduct Complaints Against Faculty, Staff, Affiliates, and Non-Affiliates](#); [Procedures for the Resolution of Non-Title IX Sexual Misconduct Complaints Against Students](#); [Procedures for the Resolution of Title IX Sexual Misconduct Complaints Against Students, Faculty, Staff, Affiliates, and Non-Affiliates](#); and [Complaint Procedures in Cases of Alleged Unlawful Discrimination or Harassment](#)) provide information about how BU addresses allegations of sexual misconduct, discrimination, and harassment. BU has also updated its [Notice of Nondiscrimination](#) affirming our commitment to prohibiting discrimination and harassment at BU.

These policies do not reflect the new Title IX regulations released by the US Department of Education on April 19, 2024, with an implementation date of August 1, 2024. BU, along with a number of other institutions, is subject to an injunction delaying enactment of the 2024 regulations while litigation is addressed through the court system.

Although we will not implement the new regulations at this time, we will update our existing policies and procedures to provide a more trauma-informed and responsive process and hope to share additional information soon.

Every member of our community has a role in preventing, recognizing, and addressing behavior prohibited under our policy. These topics are covered in the mandatory sexual misconduct prevention training required of all students and employees.

We encourage all community members to report incidents of discrimination and harassment by completing the [incident report form](#). The University strives to keep every report or disclosure as private as possible, only sharing reports with those who have a legitimate business or educational need to know, or as required by University policy.

Employees not designated as [confidential resources](#) are considered “mandated reporters” under the policy. These employees are expected to report prohibited behavior to the Equal Opportunity Office (EOO) by submitting an [incident report form](#). To promote a living, learning, and working environment that is free of discrimination and harassment, it is important for mandated reporters to [understand their role](#) and learn how to have these important conversations in a trauma-informed manner. Please remember: we can take meaningful steps toward ending discrimination and harassment by reporting it.

As of August 1, 2024, EOO responds to all reports of potential prohibited behavior under the Policy. You can learn more about [the new role of EOO](#), the [reporting process](#), [resources available on and off campus](#), [access to supportive measures](#), and relevant processes on the EOO [website](#).

We appreciate your efforts in making our community as safe as possible by becoming an active and engaged community member. You may contact University Title IX Coordinator Jean Pryor Estevez at titleix@bu.edu with any questions.