

BOSTON UNIVERSITY SAFETY, SECURITY, & PREPAREDNESS

SAFETY ON CAMPUS

Annual Security
and
Fire Safety Report

October 2026

London

REPORTING EMERGENCIES

Boston University needs you to report all criminal incidents, suspicious circumstances, and safety-related emergencies promptly and accurately.

FOR ALL EMERGENCIES

POLICE • FIRE • AMBULANCE

At the London Campus

Call **9-9-9** for the Metropolitan Police, London Fire Brigade, or emergency medical assistance.

Boston University Study Abroad London 24-Hour On-Call Line

+44 (0) 777 5566 392

Boston University Police Department

617-353-2121

INTERNATIONAL EMERGENCY ASSISTANCE

International SOS provides 24-hour security and medical assistance at 215-942-8478.

Availability of Annual Security Report

Copies of this report are available by calling the Office of the Chief of Police at 617-353-5362. The report is also available through the Boston University Safety website at www.bu.edu/safety/about/annual-security-reports/.

Boston University students, faculty, and staff in London remain eligible to contact BUPD and use Boston University safety, advocacy, health, mental health, Title IX, student-support, and other University resources described in this report.

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MESSAGE FROM THE VICE PRESIDENT FOR SAFETY, SECURITY & PREPAREDNESS

TO MEMBERS OF THE BOSTON UNIVERSITY COMMUNITY:

SAFETY AND SECURITY AT BOSTON UNIVERSITY

We live in challenging times, and concerns about safety and security are at the forefront of daily life. This report has been prepared for our Boston University Study Abroad London community to address issues around crime and personal safety.

Protecting the Boston University community is our highest priority. We remain unwavering in our commitment to safety, security, and transparency, and to fostering an environment where everyone feels supported and included. Since coming to Boston University as police chief in 2017, following a 33-year career with the Boston Police Department, my focus has always been on safeguarding our students and ensuring the well-being of all who live, learn, and work on our campus.

That commitment is stronger than ever within Boston University's Department of Safety, Security & Preparedness, which I am honored to lead as vice president. This structure unites the University's Police, Public Safety, and Emergency Management departments, ensuring a coordinated, comprehensive, and proactive approach to campus safety. From enhancing residential security to deepening partnerships across the University, our goal is clear: to provide a safe, supportive environment where students can focus fully on their education and personal growth.

I remain deeply committed to the safety and well-being of every member of our community. I encourage you to review the information in this report and to reach out to my office with any questions or feedback. Together, we will continue to build a safe, secure, and resilient community where every member of Boston University can thrive.

I urge you to read the information presented in this report and to take a moment to think about your personal safety.

- Know how to contact the local police at your BU site and store that information on your mobile phone.
- Sign up for and pay attention to any emergency alert service that may be offered at your BU site.
- Report any crime or safety concerns you may have to local police and administrators at your site.
- Finally, look out for your fellow students' welfare and remember that we all share responsibility for creating and maintaining a safe and secure environment for every member of our community.

Kelly Nee

Vice President for Safety, Security & Preparedness
Boston University



Vice President for Safety, Security & Preparedness Kelly A. Nee

FROM THE CHIEF OF POLICE

TO MEMBERS OF THE BOSTON UNIVERSITY COMMUNITY:

SAFETY AND SECURITY AT BOSTON UNIVERSITY

I'm proud to serve as Police Chief for the Boston University Police Department. Our department is a full-time police agency that embraces a community policing philosophy that involves significant community engagement. We are committed to providing a high level of service to ensure campus safety while partnering with stakeholders on addressing community concerns. The Boston University Police Department strives to maintain a strong relationship with our community; enhance campus safety and community well-being; and support meaningful community engagement.



Associate Vice President & Chief of Police Robert Lowe

Before joining this department, I was Superintendent for the Cambridge Police Department. I have over two decades of experience leading teams through organizational change and critical incidents. I provide expertise on various police reform-related topics. I hold a Doctor of Education in Leadership and Innovation and have a strong academic interest in exploring the intersection of implicit bias and policing. My dissertation, titled "Reducing the Influence of Implicit Bias in a Metropolitan Police Department," examined how implicit bias impacts police officer decision-making. My research received a Distinguished Problem of Practice in Leadership and Innovation award from NYU Steinhardt.

I also hold a Juris Doctor and have been a member of the Massachusetts Bar for over a decade. I am a graduate of the National Preparedness Leadership Institute at Harvard University and the Federal Bureau of Investigation National Academy at Quantico, VA.

Robert Lowe, JD, EdD

Associate Vice President for SS&P & Chief of Police
32 Harry Agganis Way
Boston, MA 02215

BRIEF OVERVIEW OF PROGRAM, ENROLLMENT AND FACILITIES

The Boston University London program welcomed 92 students for an in-person program in Fall 2021, with numbers rising to 254 in Spring 2022.

The Boston University Study Abroad London programs offer students the opportunity to study and intern in one of the world's leading global cities in the fields of arts, commerce, education, entertainment, and media, among many others. Programs include undergraduate summer programs and semester-long programs. There is also a summer graduate program in Mass Communications. Typical enrollment in the program varies, depending on the time of year – whereas the generally maximum is 600 students, BUSA London welcomed their biggest ever summer cohort in summer 2022 with over 700 students. The majority of students are Boston University undergraduates, although approximately 25% of the students in London are drawn from other American colleges and universities and registered as visiting Boston University students.

The program employs around 50 faculty, 17 professional staff members and a small housekeeping team and maintains a classroom/office facility and four student apartment facilities in southwest-central London, in the South Kensington neighborhood. All facilities are located within a short walk of each other.

Classroom/Offices:

Harrington Gardens

43 Harrington Gardens, London SW7 4JU, United Kingdom

+44(0) 207 244 2900

www.bu.edu/london

Student Residences:

Courtfield Gardens

74-76 Courtfield Gardens, London SW5 0NL, United Kingdom

The Crofton

The Crofton, 14 Queen's Gate, London SW7 5JE, United Kingdom

Sorbonne House

39-41 Cromwell Road, London SW7 2DH, United Kingdom

Byng Place

1 Byng Place, London WC1E 7LE, United Kingdom

All participants in Boston University Study Abroad programs are required to understand and abide by the Boston University Code of Student Responsibilities, as well as the special conditions and expectations of the programs themselves, as conditions of participation. Students who violate the Code are subject to disciplinary action as described here: <http://www.bu.edu/dos/policies/student-responsibilities>.

BOSTON UNIVERSITY POLICE DEPARTMENT

The Boston University Police Department is a full-time, professional law enforcement agency that provides a wide variety of services on the University's campuses in Boston, Massachusetts.

Working with Global Programs, the Boston University Police Department also assists and advises students, faculty and staff who study and work at locations around the world in matters concerning safety, law enforcement, and crime reporting. Although members of the University community who are not located in Boston are encouraged to call local law enforcement to report a crime, the Boston University Police Department welcomes all calls for assistance or inquiries from any member of the BU community, regardless of their location.

Boston University Police Department

32 Harry Agganis Way

Boston, Massachusetts 02215

617-353-2121 (emergencies)

617-353-2110 (all other calls) www.bu.edu/police

The Boston University Annual Security and Fire Safety Report can be found at:
www.bu.edu/safety/about/annual-security-reports/

LOCAL LAW ENFORCEMENT AND PRIVATE SECURITY

Boston University Study Abroad London works closely with the London Metropolitan Police to provide a safe living and learning environment for students in this program. In the event of an emergency or to report any crime, members of the Boston University Study Abroad London community should call 999. The London Metropolitan Police, Fire Brigade or Ambulance will always be the first responders in any emergency situation.

London Metropolitan Police

Kensington Station 72 Earls Court Road Kensington W8 6EQ

Emergency Phone: 999

Non-emergency Phone: 101

Community Safety Unit: 020 8246 0226

Criminal Investigations Department: 020 8246 0231

Anonymous anti-terrorist hotline: 0800 789 321

These numbers can be called from a landline or a cell phone.

Universal Security

Provides weekend and nighttime security services at the Crofton residence hall located at 14 Queens Gate from 8pm to 8am weekdays and 24 hours on weekends and Bank Holidays. Guards are located at the reception desk and patrol the building. These security personnel are empowered to check identification, limit access to the building, monitor CCTV across all sites, raise issues to on-call staff, and enforce the guest policy. They have no arrest authority and have no written agreement in place with the Metropolitan Police.

Office: 020 7837 3535 | Mobile: 07867 567569

326 City Road, London EC1V 2AA

www.universal-security.co.uk

Students should also report any criminal incident to the program administrators, identified below, who can provide assistance with filing a police report or other support.

BOSTON UNIVERSITY SAFETY AND SUPPORT NETWORK

The Director and other on-site staff provide 24-hour academic and student life support to all students participating in the London programs, and serve as a bridge to other community-based resources, including emergency services, medical services, and local law enforcement. They are backed up in Boston by the staff in BU Study Abroad and Global Programs. Students can reach on-site RA/staff in London 24/7 by calling +44 (0) 777 5566 392. Other contact information is listed below.

London Student Life Staff

Bex Morrison, Director, bexm@bu.edu

Caroline Walker, Deputy Director & Academic Director, cewalker@bu.edu

Phil Cable, Senior Associate Director Student Support and Operations, pcable@bu.edu

A counselor is available on site 2-3 days per week for appointments and walk-in hours.

Emergency Contacts

London

Program Office: +44(0) 207 244 2900

RLS On-call: +44 (0) 777 5566 392

24-hour Crofton Residence Front Desk: +44 (0) 207 590 7000

Boston

Boston University Study Abroad staff may be reached during emergencies at any time by calling one of the following numbers:

617-353-9888 (Monday-Friday, 9am-5pm ET) 617-594-3215 (after hours and weekends)

Dedicated staff members in Boston University Global Programs also serve an important function for emergency planning and response:

Kevin Kugel, Associate Director, Health, Safety and Security

617-353-5401 (office)

254-319-4980 (mobile)

Julliet Mayinja, Director of Operations, Study Abroad

617-358-5133 (Office)

857-218-8738 (Mobile)

International emergency security or medical assistance (available 24/7)

215-942-8478 (provided via the International SOS assistance center)

All Boston-based campus resources are available to students as well. These include:

Boston University Police: 617-353-2121;

bupolice@bu.edu (a licensed psychiatric social worker is on 24- hour on-call through the BU Police)

Student Health Services: 617-353-3575;

www.bu.edu/shs

Survivor Advocacy Response and Prevention Center: 617-353-7277;

<http://www.bu.edu/sarp/>; sarp@bu.edu

Office of the Dean of Students; 617-353-4126; dos@bu.edu

Disability & Access Services; 617-353-3658; access@bu.edu

The Boston University Global Programs Safety Management Team meets as necessary to coordinate response to emergencies off-campus and respond to the community's needs. This team is chaired by the Vice President/Associate Provost for Global Programs or their designee.

In addition, students enjoy access to the resources of Boston University's on-campus Safety and Support Network <http://www.bu.edu/police/> and services to support students' health and well-being <https://www.bu.edu/shs/getting-started/resources-for-health-and-wellness/>

On-site Directors of Boston University Study Abroad programs are trained regularly in the breadth of support offices and functions in Boston, so that they and their students may take full advantage of them.

Confidential Resources

Boston University Study Abroad London does not currently employ anyone on-site who is authorized to keep reported incidents confidential. The part-time counselor referenced above is not employed by Boston University. If a student wishes to disclose information confidentially, it is important to make it clear that the student should contact one of the following Boston University offices.

Survivor Advocacy Response and Prevention Center (SARP)

24-hour hotline 617-353-SARP (7277) By email: sarp@bu.edu www.bu.edu/sarp

The Survivor Advocacy Response & Prevention Center provides rapid, confidential, compassionate, supportive, and free-of-charge advocacy and assistance to BU students who have experienced a traumatic incident, including but not limited to sexual assault, physical assault, interpersonal violence, and other crimes.

Student Health Services (SHS) / Counseling & Psychiatric Services (CAPS)

617-353-3575

617-353-3569 (for urgent mental health-related needs) www.bu.edu/shs

Student Health Services is designed to help meet BU students' health care needs while at Boston University. SHS provides primary care, sports medicine, and counseling services by appointment and on an emergency basis. SHS also provides wellness and prevention services that address alcohol, drugs, sexual health, and healthy relationships. SHS provides resources for faculty, staff, and students to help students who may be in distress at <https://www.bu.edu/shs/mental-health/>.

University Chaplains

Marsh Chapel 617-353-3560

www.bu.edu/chapel/staff/chaplains/

By email: chapel@bu.edu

University chaplains from a variety of religious traditions are available to all students, regardless of religious affiliation. Appointments can be scheduled, or students can visit the chapel office on weekdays between 9 a.m. and 10 p.m. University chaplains provide confidential assistance to BU students.

Office of the Ombuds

617-358-5890 (Charles River Campus)

617-638-7645 (Medical Campus) <http://www.bu.edu/ombuds>

Although the above are confidential resources, the University encourages pastoral counselors and professional counselors to inform the individuals they counsel of the procedures to report crimes to law enforcement on a voluntary confidential basis for inclusion in the annual crime statistics.

Non-Confidential Resources

In addition to the confidential resources listed above, there are a number of other non-confidential resources.

Dean of Students

George Sherman Union

775 Commonwealth Avenue, Second Floor

617-353-4126; dos@bu.edu www.bu.edu/dos

The Office of the Dean of Students is a service-oriented department operating on behalf of students. If you are a student and have any concern that you think should be addressed, contact this office. The Dean of Students is vested with principal responsibility for implementing and administering the Code of Student Responsibilities (www.bu.edu/dos/policies/student-responsibilities) and for overseeing student judicial proceedings. The Dean of Students also supports student safety through a variety of programs and policies. For additional information, including valuable safety tips, visit the website at www.bu.edu/dos.

The Albert & Jessie Danielsen Institute

185 Bay State Road

617-353-3047

www.bu.edu/danielsen

The mission of the Danielsen Institute is to alleviate suffering and to promote healing, growth, and change in the persons, communities, and institutions that we serve. The institute seeks to accomplish this mission through service, training, teaching, and research which emphasizes depth psychotherapy and is informed by spiritual, religious, and existential perspectives.

The Center for Anxiety & Related Disorders

900 Commonwealth Avenue,

Second Floor

617-353-9610

www.bu.edu/card

The Center for Anxiety & Related Disorders (CARD) is an internationally known clinical and research center dedicated to advancing knowledge and providing care for anxiety, mood, eating, sleep, and related disorders.

University Service Center

881 Commonwealth Avenue, Lower Level

617-358-1818; usc@bu.edu www.bu.edu/usc

The University Service Center is charged with the resolution of problems that are complex, highly sensitive, or that cross administrative and academic lines—including matters of safety and security. Staff members have broad discretion in identifying issues and resolving problems for students, families, and employees.

REPORTING CRIMES AND CAMPUS SECURITY AUTHORITIES

All Boston University students, faculty, and staff are urged to report all crimes, allegations of crimes, and emergency situations, wherever they may occur, as promptly as possible.

Emergency response, including response to crimes, is best handled by local law enforcement or other emergency responders who are reached by calling 999. Crimes may be reported anonymously through Crimestoppers, an independent charity in the United Kingdom, at 0800 555 1.

All crimes and other emergencies should be reported to one of the following members of the London staff:

Bex Morrison, Director, bexm@bu.edu

Caroline Walker, Deputy Director & Academic Director, cewalker@bu.edu

Phil Cable, Senior Associate Director Student Support and Operations, pcable@bu.edu

Campus Security Authorities

The University has designated certain administrators as campus security authorities (CSAs), who are individuals who have significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. CSAs are mandated to report crimes to BUPD. The University regularly identifies those individuals who fit the definition of CSA and provides training to assist them in fulfilling this important role. All London staff members dealing directly with students, including RLSs, are CSAs. Crimes may be reported to any of them.

All such incidents should then be reported to Boston University Study Abroad and Global Programs using the standard Incident Report Form. The Global Programs Associate Director, Health, Safety and Security will then report qualifying criminal acts to the Boston University Police for inclusion in BU's annual crime statistics report. Sites should report all crimes and emergencies that occur in connection with the Boston University London program, including related outside travel of London, to Boston University Study Abroad.

Boston University encourages all members of the community to report all crimes, including when the victim of the crime elects or is unable to report the crime directly.

As there is no off-campus housing or other facilities utilized by BU Study Abroad London, the program does not engage in any monitoring or recording of criminal activity through local police agencies at specific off-campus locations. Boston University Study Abroad London works closely with the London Metropolitan Police to provide a safe living and learning environment for students in this program.

FACILITIES AND ACCESS

Boston University's Harrington Gardens facility and each of the student residences are renovated 19th-century Victorian buildings in London's Royal Borough of Kensington and Chelsea. The selection of the London residence halls is based on several factors, including the low incidence of crime and traffic accidents in the South Kensington area, their proximity to each other and the Boston University Study Abroad London center, the availability of safe and reliable public transportation, the proximity to grocery stores and other services, the presence of numerous diplomatic missions in the area, and the quality of buildings in the area.

Harrington Gardens

Harrington Gardens includes classrooms as well as offices for program staff. All visitors to Harrington Gardens must pass through the front entrance which is accessed by a photo-ID swipe-card, and a similarly protected basement door that opens until 6pm, Monday to Friday. In the summer semester, the library is accessible until 8pm Tuesday to Thursday and until 8pm on Mondays and Fridays. There are security cameras outside the front door and inside the entrance hall. Harrington Gardens also has two types of alarm systems: for fire and intruder. In addition to the siren sounding the Fire and Intruder alarms there is also an auto dialer fitted to call the Crofton reception desk in the event the alarms are activated. If there is no answer, it calls the designated Staff on-call telephone. Since Harrington Gardens only contains offices and classrooms, there are no overnight guests allowed and visitors must report to reception. Harrington Gardens has a panic alarm inside reception.

Sorbonne House and Courtfield Gardens

Entrance to the Sorbonne House and Courtfield Gardens is through a key-code front door, routinely changed each semester, and then a set of glass doors that require a photo ID swipe-card. Security cameras are located outside the front door and inside the entrance hall only. There are no overnight guests allowed and a fine of \$150 is imposed for violations. Both sites have a panic alarm inside the lobby area.

The Crofton

Entrance to The Crofton is through a key-code front door, routinely changed each semester. Students/visitors then must pass through a set of glass doors that require a photo ID swipe-card to enter into the reception area and pass a 24-hour security desk. Security cameras are located outside the front door and inside the entrance hall. Visitors to Crofton are allowed between the hours of 9am and 11:00pm, must sign-in and out at reception, are required to leave their driver's license or passport, and receive a temporary guest pass. There are no overnight guests allowed and a fine of \$150 is imposed for violations. The Crofton has a panic alarm inside the front door.

Byng Place

The entrance to Byng Place is through an access controlled front door that requires a RFI fob. Students & visitors then must provide a photo ID to pass a 24-hour security desk. Security cameras are located outside the front door and inside the entrance hall. Visitors to Byng Place are allowed between the hours of 9am and 11:00pm, must sign-in and out at reception, are required to leave their driver's license or passport, and receive a temporary guest pass. There are no overnight guests allowed and a fine of \$150 is imposed for violations. Byng Place has a panic alarm inside the front door.

The sirens sounding the fire, the intruder alarm at Harrington Gardens, or the panic alarm buttons are all linked to the Redcare Call Center which calls the Resident Life Supervisor -call telephone as well as the Crofton reception. Alarms related to Byng Place are also linked to the security desk at Byng Place. Crofton has a manned security desk when students are on-site which is in charge of the on-site fire alarm and panic button. When students are not on-site, there will also be a key holder response company used to respond to an alarm in the non-student periods.

Courtfield, Sorbonne, and Crofton residences in Kensington are within walking distance of Hyde Park, Kensington Palace and many other major destinations, and enjoy easy access to tube stations and bus routes. Byng Place is located in central London near the University College of London campus and is also conveniently located near tube stations and bus routes.

SAFETY PROCEDURES, CRIME PREVENTION AND WELLNESS PROGRAMS

Pre-departure meetings are held on the Boston University campus and at the same time virtually to discuss administrative and academic aspects of the program, including conditions on site, staff and local resources, situational awareness, and other basic health and safety precautions. All students have access to the Hub pages (BUSA). These pages provide detailed information on staying healthy and safe in London, as well as general recommendations for making the time in London an academic and personal success for each student.

Students attend a mandatory on-site orientation session during the first days of the program itself, where program staff members discuss health, safety, security, emergency procedures, emergency contact information and reporting procedures. All students are supplied with the program's 24-hour emergency contact numbers and are encouraged to enter these numbers into their mobile phones. Students receive a photo ID card for London that allows access to the residences and has key telephone numbers. Students are also trained in the program's emergency communication procedures and systems.

There is an on-site counselor 2-3 days per week. Students should contact staff for details.

Many of Boston University's prevention and wellness programs are available by phone and online and are fully accessible to students when abroad. These include:

Survivor Advocacy Response and Prevention Center (SARP)

617-353-SARP (7277)

By email: sarp@bu.edu www.bu.edu/sarp

Student Health Services (SHS) / Counseling & Psychiatric Services (CAPS)

617-353-3575

617-353-3569 (for urgent mental health-related needs; 24-hour hotline) www.bu.edu/shs

Marsh Chapel

617-353-3560

www.bu.edu/chapel/staff/chaplains

By email: chapel@bu.edu

University Service Center

617-358-1818

www.bu.edu/usc

Attached at Appendix A is a list of programs related to domestic violence, dating violence, sexual assault and stalking, including but not limited to primary prevention and awareness programs, bystander intervention programs and ongoing prevention and awareness campaigns. If you are interested in participating in or learning more about any of these programs, please contact the Site Director, Bex Morrison, who will seek to make arrangements for online or other remote access, to the extent that it is not practicable for you to participate in the programming on Boston University's campus in Boston, Massachusetts.

Fraud Prevention Tips

- Spot imposters. Scammers often pretend to be someone you trust, like a government official, a family member, a charity, or a company you do business with. Don't send money or give out personal information in response to an unexpected request — whether it comes as a text, a phone call, or an email.
- Do online searches. Type a company or product name into your favorite search engine with words like "review," "complaint" or "scam." Or search for a phrase that describes your situation, like "IRS call." You can even search for phone numbers to see if other people have reported them as scams.
- Don't believe your caller ID. Technology makes it easy for scammers to fake caller ID information, so the name and number you see aren't always real. If someone calls asking for money or personal information, hang up. If you think the caller might be telling the truth, call back to a number you know is genuine.
- Don't pay upfront for a promise. Someone might ask you to pay in advance for things like debt relief, credit and loan offers, mortgage assistance, or a job. They might even say you've won a prize, but first you have to pay taxes or fees. If you do, they will probably take the money and disappear.
- Consider how you pay. Credit cards have significant fraud protection built in, but some payment methods don't. Wiring money through services like Western Union or MoneyGram is risky because it's nearly impossible to get your money back. That's also true for reloadable cards (like MoneyPak or Reloadit) and gift cards (like iTunes or Google Play). Government offices and honest companies won't require you to use these payment methods.
- Talk to someone. Before you give up your money or personal information, talk to someone you trust. Con artists want you to make decisions in a hurry. They might even threaten you. Slow down, check out the story, do an online search, consult an expert — or just tell a friend.
- Hang up on robocalls. If you answer the phone and hear a recorded sales pitch, hang up and report it to the FTC. These calls are illegal, and often the products are bogus. Don't press 1 to speak to a person or to be taken off the list. That could lead to more calls.
- Be skeptical about free trial offers. Some companies use free trials to sign you up for products and bill you every month until you cancel. Before you agree to a free trial, research the company and read the cancellation policy. And always review your monthly statements for charges you don't recognize.
- Don't deposit a check and wire money back. By law, banks must make funds from deposited checks available within days, but uncovering a fake check can take weeks. If a check you deposit turns out to be a fake, you're responsible for repaying the bank.
- Sign up for free scam alerts from the FTC at [gov/scams](https://gov.scams). Get the latest tips and advice about scams sent right to your inbox.

TIMELY WARNINGS AND EMERGENCY NOTIFICATION

Timely Warning

A timely warning will be issued when a Clery crime that has occurred within the Clery geography is considered to represent an ongoing or continuing threat to the campus community.

Timely Warnings are intended to alert our community about reported crimes that have happened on Boston University Study Abroad London Campus or that have happened nearby and which are considered to represent a continuing threat to our students and employees. If such an incident is reported to Boston University Study Abroad London, then the Site Director Bex Morrison, or their designee will decide if a timely warning message will be sent and then issue said warning communication via text message and/or email as soon as information is available. The purpose of issuing a timely warning message is to inform members of the community about criminal activity and help prevent them from becoming a victim of a continuing crime on or near our campus.

Emergency Notification

Emergency notifications are intended to alert our community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus. The purpose of issuing an Emergency Notification message is to inform members of the community of immediately dangerous situations and help them make informed decisions about their safety.

Process for Issuing Emergency Communications

All staff members are responsible for communicating news of dangerous or emergency situations to the Site Director Bex Morrison or their designee. It is the responsibility of the Director or their designee to confirm that an actual emergency exists. This may be done by coordinating or relying on information from sources such as local law enforcement, news sources, weather alert services, the U.S. State Department, or other reliable sources. The Director Bex Morrison or their designee will determine the content of the message and the segment of the population to receive the message. She or her designee will be responsible for sending the message via email and/or text message as soon as information is available. In the interest of safety for the members of our community, Boston University Study Abroad London will initiate the Emergency Notification message without delay unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Emergency notifications and timely warnings will withhold as confidential the names and other identifying information of victims.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Boston University Study Abroad London maintains a detailed emergency response plan, including an emergency communication protocol and an evacuation plan, in accordance with Boston University Study Abroad policy. Portions of the plan relating to students, faculty and staff are provided during orientation at the beginning of the semester. The entire plan is maintained in the program office.

All emergency plans and procedures, including contact information for local health, safety and security resources, advice on how to avoid becoming a victim of a crime, and instructions on how to report crimes, threats, and other incidents, are provided to students during the on-site orientation. A segment of the orientation is devoted to local health, safety and security issues. As noted previously, Boston University encourages all students, staff and faculty to report all crimes to on-site staff as well as local law enforcement.

Emergencies are responded to on-site according to a set protocol which will include staff, faculty, facilities managers, London Metropolitan Police, the buildings' private security, and BU's emergency travel assistance provider. In Boston, as appropriate, Study Abroad, Global Programs, and the BUPD will work with on-site staff and the emergency travel assistance provider to coordinate an institutional response when necessary.

Notification of students, faculty and staff upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff will be executed as described above in "Timely Warnings and Emergency Notification." Site Director Bex Morrison or their designee shall be responsible for dissemination of information to the larger Boston University Study Abroad London community (students, faculty, and staff in the program).

The Director or their designee is responsible for the maintenance, review, and revision of Boston University Study Abroad London's emergency response and evacuation plans and will coordinate regular tests of the emergency response and evacuation procedures on at least an annual basis. These tests will be documented with a description of the exercise, the date and time, and whether the test was announced or unannounced. Director Bex Morrison or their designee will also publicize the University's emergency response and evacuation procedures with at least one test per calendar year. Following every declared emergency or a campus-wide drill, a written critique will be prepared by the Director or their designee to assess and evaluate emergency plans and capabilities. These critiques are also shared with Global Programs Health, Safety and Security staff in Boston.

FIRE SAFETY

The Higher Education Opportunity Act, enacted in 2008, requires that the University produce an annual fire safety report describing fire safety procedures and providing fire-related statistics for on-campus housing facilities.

Boston University Study Abroad London maintains on-campus student residences at Sorbonne House, Courtfield Gardens, The Crofton, and Byng Place, as described in the Facilities and Access section.

Fire Safety Policies: Fire safety is taken very seriously in London as at all Boston University locations, including residence halls, instructional facilities, and offices. All students, faculty and staff are expected to cooperate in keeping facilities as safe as possible. For this reason, the following activities are forbidden in the London residence buildings, and those engaging in them should expect serious consequences:

- Setting fires of any kind for any reason.
- Tampering with any fire safety equipment, including fire extinguishers, fire alarm boxes, smoke detectors, and sprinkler heads (such as hanging objects from sprinkler heads and so forth).
- Malicious activation of a fire alarm.
- Propping open fire doors for any purpose other than emergency evacuation.
- Use of roofs and fire escapes for any purpose other than for escape from a fire or threat of a fire.
- Accidental activation of a smoke detector or fire alarm resulting from hall sports, water fights, and so on.
- Smoking, including the use of e-cigarettes, lighting open flames, and the possession of candles or incense in the residences.
- Careless use of approved items/appliances that creates a fire hazard.

Fire safety equipment and marked fire exit doors are strictly 'off limits' to students unless and until they need to be used in an emergency or for a drill. Any student or students found to have endangered lives by tampering with any fire safety equipment will be subject to an on the spot fine of \$300, and could also face expulsion from the program.

Fire Safety Training: All students attend on-site orientation where fire safety systems and emergency procedures are discussed. All students participate in a fire drill under emergency conditions (i.e., with emergency lighting only) to learn their escape routes and assembly points and must successfully complete the drill within a period set for each building. This is explained to students in detail. All students participate in another fire drill when they attend their first class so that they are fully aware of how to evacuate the classroom building. Fire drills are conducted each semester in each residence building. All drills are logged.

Evacuation Procedures: In the event of a fire, extinguishers can be used if there is no risk to the student. Students must activate the fire alarm and a resident assistant or other staff member will ring 999 to summon the Fire Brigade. If the fire alarm is sounded all students and staff must leave immediately without using the elevators and assemble at the designated assembly points:

- For 43 Harrington Gardens – meet by the fire gate, on Harrington Gardens.
- For Sorbonne – 17 Queensberry Place, outside the French Institute.
- For Courtfield – meet across the road, on the corner of Collingham Road and Courtfield Gardens.
- For Crofton – turn right out the front door and meet on the corner of Queensgate Terrace
- For Byng Place – meet at the corner of Byng Place and Gordon St on the northeast corner of Torrington Square

If the evacuation is from classrooms, faculty will have the attendance register for each class and will check students against this register and make a report to staff/fire brigade if anyone appears not to have left the building.

If the evacuation is from the residences, staff will check names against the student occupant list and report anyone who should be in the building and is not accounted for. This requires a cross-check for any students away at the weekend if appropriate. No one may re-enter the building until the all-safe is given.

Fire Statistics by Residence Building

Boston University London Campus																			
Facility Name	Address (if different)	Fires Reported			Date Occurred			Cause			Number of Injuries that Required Treatment at a Medical Facility			Number of Fire Related Deaths			Value Of Property Damage		
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
The Crofton	14 Queen's Gate	0	0	0	0	0	0				0	0	0	0	0	0	0	0	0
Courtfield	74-76 Courtfield Gardens	0	0	0	0	0	0				0	0	0	0	0	0	0	0	0
Sorbonne	41 Cromwell Rd	0	0	0	0	0	0				0	0	0	0	0	0	0	0	0

Student Housing Fire Safety Systems by Residence Building

Boston University London Campus							
Facility Name	Address (if different)	Sprinklered	Fire Alarm	Smoke Detector Present	Fire Extinguisher Present	Fire Evacuation Plans Posted	Fire Evacuation Drills Annually
The Crofton	14 Queen's Gate	Partial	Yes	Yes	Yes	Yes	1
Courtfield	74-76 Courtfield Gardens	Partial	Yes	Yes	Yes	Yes	1
Sorbonne	41 Cromwell Rd	Partial	Yes	Yes	Yes	Yes	1

Fire Safety Systems and Procedures are subject to annual inspections by an approved contractor in compliance with building and fire codes, as well as unannounced inspections by the London Fire Brigade. Boston University London maintains a fire log from which the following statistics are derived.

ALCOHOL AND DRUG POLICIES

Boston University's campuses and activities are not sanctuaries from federal, state, and local laws. Boston University prohibits the unlawful use, possession, sale, distribution, or manufacture of controlled substances or alcohol on University property or as part of University activities.

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

All participants in Boston University Study Abroad London programs are required to understand and abide by the Code of Student Responsibilities, as well as the special conditions and expectations, are conditions of participation in the University's Study Abroad programs. Students who violate the Code are subject to disciplinary action as described in the Code: <http://www.bu.edu/dos/policies/student-responsibilities>.

BU Statement on Drug- and Alcohol-Related Medical Emergencies and Judicial Sanctions

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

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

When there is a question of sexual abuse or assault in a situation involving alcohol or drugs, the student who was sexually abused or assaulted is not subject to discipline under the University's alcohol and drug policies.

The University offers a variety of programs to address alcohol and drug use, including several that are available online at www.bu.edu/shs/health-requirements/alcohol-drug-training/.

The following resources are available at Boston University to address alcohol and drug-related issues: Health Promotion & Prevention (a department of Student Health Services) offers drug and alcohol groups and interactive education classes; substance abuse assessments, including BASICS (Brief Alcohol Screening and Intervention for College Students); consultation services; and online intervention programs, including 'AlcoholEdu for College' and 'e-Checkup to Go' for both alcohol and marijuana. For more information about these programs, visit the SHS website (www.bu.edu/shs/), or call 617-353-4085. The SHS website also provides information about additional resources at www.bu.edu/shs/wellness/aod/alcohol.

Faculty and staff may contact the Faculty & Staff Assistance Office (www.bu.edu/fsao; 617-353-5381) for referrals.

Boston University "Alcohol and Drug Policies and Disclosures" outlined in the main Boston University Annual Security and Fire Safety Report apply to all separate campuses and non-campus locations as well.

Local Laws

The legal drinking age in the United Kingdom is 18. Students over 18 may legally drink alcohol, but must do so responsibly. Alcohol is not allowed in the street or on public transport. Any violations or behavior causing missed classes or danger to others may be dealt with by exclusion from the program.

It is a criminal offense in the United Kingdom to possess, produce, and/or supply controlled drugs (1971 Misuse of Drugs Act). Individuals charged with that offense may be arrested, imprisoned or sent home by the authorities and prohibited from returning to the United Kingdom.

MISSING STUDENT NOTIFICATION PROCESS

Boston University provides students living in University housing on campus, including Boston University Study Abroad London, with the opportunity to provide confidential contact information to the University. Students may identify their confidential contact by visiting the Student Link www.bu.edu/mybu and updating your personal information to identify a “Missing Person” contact. Students may identify someone other than their emergency contact to be notified in the event the student is reported to be missing and, if students designate someone other than an emergency contact, that individual and his or her contact information will be confidential. This person will be notified in the event the student is officially reported as missing.

If a student for whom a missing person report has been filed has been missing for more than 24 hours, then within the next 24 hours the Site Director, Bex Morrison, or their designee will:

- Begin search procedures
- Notify Metropolitan Police
- Notify the individual identified by the student to be contacted in such circumstances if the student is under 18 years old and not emancipated, notify a parent or guardian

Students, employees, or other individuals who believe that a student living in on-campus housing has been missing for 24 hours should report it immediately to the Site Director, to any staff or faculty member, or directly to Boston University Study Abroad.

NON-DISCRIMINATION POLICY

The Interim Equal Opportunity and Title IX Policy has been replaced by the [Boston University Non-Discrimination Policy](#) and corresponding [Boston University Non-Discrimination Procedures](#) have gone into effect as of August 1, 2026. Reports of discrimination, harassment, sexual misconduct, and retaliation alleged to have occurred under a University Program or Activity prior to October 15, 2024, are addressed under prior policies and procedures identified in [Section VI](#) of the [Procedures](#). Allegations of disability discrimination brought by students are reviewed under a different process, [Student Grievance Procedure in Cases of Alleged Disability Discrimination](#), administered by BU's Disability & Access Services.

I. INTRODUCTION

Boston University ("BU" or "University") is committed to establishing and maintaining an environment free from discrimination and harassment for all members of the BU community. A number of University policies and practices, including this Non-Discrimination Policy ("Policy"), the Policy on Reasonable Accommodations for Employees or Applicants for Employment, and the Religious Accommodations Policy help BU realize this commitment.

To help make the Policy readable and enhance its usefulness to our community, BU has simplified some language and placed much of the legal wording in [Appendix A](#), which contains definitions of capitalized terms. You may also contact the Equal Opportunity Office ("EOO") if you have any questions at ooo@bu.edu.

While this Policy and its implementation are the responsibility of EOO, University Administrators are responsible for the implementation of non-discrimination in their respective areas. BU expects every Employee to share its commitment to non-discrimination and to assist BU in achieving this goal.

BU prohibits discrimination, harassment and retaliation against any individual on the basis of race, color, natural or protective hairstyle, religion, sex (including that based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, gender identity or expression and marital or parental status), age, national origin (including shared ancestry and ethnic characteristics and citizenship/residency in a country with a dominant religion or distinct religious identity), ethnicity, physical or mental disability, genetic information, or because of military service or veteran status, in accordance with all Applicable Laws.

II. SCOPE OF THE POLICY

This Policy and the corresponding Non-Discrimination Procedures ("Procedures") apply to reports of Prohibited Behavior on or after August 1, 2026.^[1] The Policy and Procedures are applicable to BU Community Members, consisting of Students, Employees, and/or Third Parties. BU Community Members impacted by alleged Prohibited Behavior may receive Supportive Measures, resources, and related information from EOO whether or not they file a complaint.

This protection extends to all behavior occurring in a University Education Program or Activity, including admissions and employment (including applications).

It also may apply to Prohibited Behavior occurring outside of a University Education Program or Activity, if the conduct creates a hostile living, learning, or working environment for a member of the BU community.

Reports of Harassment that do not fall within the scope of this Policy but may have the effect of creating a hostile living, learning, or working environment for a member of the BU community will be addressed through the University's Bias Review Team.

How This Policy Applies to Sexual Misconduct

While this Policy covers all Prohibited Behavior, it classifies Sexual Misconduct into two categories: (i) sexual misconduct covered by Title IX of the Education Amendments of 1972 and its corresponding 2020 regulations ("Title IX Sexual Misconduct"); and (ii) sexual misconduct not so covered ("Non-Title IX Sexual Misconduct").

In the case of Title IX Sexual Misconduct, the complaining party must be participating in, or attempting to participate in, the University's Education Program or Activity at the time of filing a Formal Complaint. In addition, the conduct must have been directed at a person in the United States and occurred in a University Education Program or Activity. Non-Title IX Sexual Misconduct is less restrictive in that it covers conduct which occurs in a University Education Program or Activity, or outside of a University Education Program or Activity if the conduct creates a hostile living, learning, or working environment for a member of the BU community, such as conduct occurring off-campus or on social media platforms.

If conduct falls under both Title IX Sexual Misconduct and Non-Title IX Sexual Misconduct, the procedures applicable to Title IX Sexual Misconduct will be applied.

Protected Speech or Conduct

Speech or conduct protected by [BU's Statement of Free Speech and Expression](#) or [BU's Academic Freedom Policy](#) in the Faculty Handbook will not be considered a violation of the Policy. Reports of Harassment based on protected speech or conduct will be referred to BU's Bias Review Team. If protected speech or conduct creates a Hostile Environment for a BU Community Member based on their protected status(es) under this Policy, <https://www.bu.edu/eoo/community-initiatives/bias-review-team/>. BU will provide, on request from the affected Community Member, Responsive Measures designed to eliminate the Hostile Environment and its effects, and prevent it from recurring. BU will not suppress the protected speech or conduct absent exceptional circumstances.

III. PROHIBITED BEHAVIOR

Described below are the general forms of Prohibited Behavior under this Policy. See [Appendix A](#) for specific definitions.

Discrimination

The Policy prohibits the following general types of behaviors based on the Complainant's actual or perceived protected status:

1. **Disparate Treatment:** Treatment based on a discrete, adverse educational or employment action.
2. **Harassment** (Hostile Environment not including Sexual Misconduct): Behavior that is not wanted and is seen as offensive or undesirable.
3. **Failure to Accommodate:** Failure to provide reasonable accommodations to an employee with a qualified disability[2] under applicable University reasonable accommodation policies, or for a student or employee's sincerely held religious belief.[3]

Sexual Misconduct

Sexual Misconduct is an umbrella term comprised of Title IX Sexual Misconduct and Non-Title IX Sexual Misconduct, and includes the following:

- Quid Pro Quo Harassment
- Sexual Harassment (Title IX Sexual Harassment and Non-Title IX Sexual Harassment)
- Sexual Assault Offenses:
 - Rape
 - Criminal Sexual Contact
 - Incest
 - Statutory Rape
- Dating Violence
- Domestic Violence
- Stalking

EOO applies the definitions and procedures required by the 2020 Title IX Regulations to Title IX Sexual Misconduct, which includes Quid Pro Quo Harassment, Title IX Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking. Non-Title IX Sexual Misconduct covers other forms of sexual misconduct not considered Title IX Sexual Misconduct, and is administered by EOO using the Procedures applicable to Non-Title IX Sexual Misconduct.

Please see [Appendix A](#) for complete definitions of terms.

Retaliation

Adverse action taken against a person for the purpose of interfering with any right or privilege secured by the Policy and/or the Religious Accommodation Policy because the person has or is believed to have (1) exercised their rights under the Policy; (2) reported or opposed conduct which was reasonably and in good faith believed to be in violation of the Policy; (3) assisted or participated in an investigation/proceeding under the Policy, regardless of whether the complaint was substantiated; and/or (4) assisted someone in reporting or opposing a violation of the Policy.

Deliberately False and/or Malicious Accusations

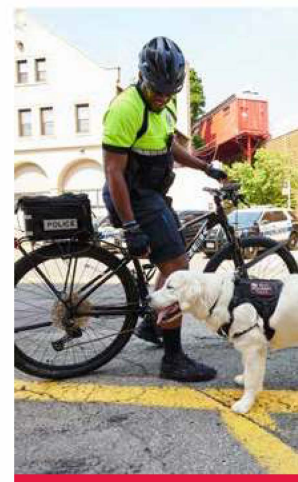
Reporting deliberately false and/or malicious accusations under the Policy is a serious offense and is subject to disciplinary action under the applicable code of conduct. This does not include allegations of Prohibited Behavior that are made in good faith but ultimately are shown to be erroneous or do not result in a Policy violation determination.

IV. REPORTING

While all Community Members are encouraged to report actual or suspected Prohibited Behavior to appropriate officials immediately, all Employees are considered Required Reporters, as defined below, and must report actual or suspected Prohibited Behavior. A Required Reporter who fails to report Prohibited Behavior may be subject to disciplinary action.

Required Reporters

Employees, except those who are designated as Confidential Resources ([see Appendix B](#)) and are acting within the scope of their confidential duties, must report disclosures of incidents that may reasonably be considered Prohibited Behavior. A Required Reporter must promptly share with the EOO all known details of such a disclosure made to them in the course of their employment, including details they observe or have knowledge of, even if not reported to them by a Community Member. A Required Reporter includes a student-employee who, while operating within their role as an Employee, receives information that may reasonably constitute Prohibited Behavior.



How to Report

Prohibited Behavior can be reported online, in person, by email, or by phone. The Online Reporting form is available here: [Incident Report Form](#).

Information provided to a Required Reporter that reasonably may constitute Prohibited Behavior is considered a report to the University.

Office Contact Information:

Complaints of Prohibited Behavior should be reported to the EOO and/or the University's Executive Director of Equal Opportunity and Title IX Coordinator, Erin Sullivan.

Equal Opportunity Office

888 Commonwealth Ave., Suite 303

Boston, MA 02215

617-358-1796

eeo@bu.edu

titleix@bu.edu

Student complaints of alleged disability discrimination should be reported to the Director of Disability & Access Services in accordance with the [Student Grievance Procedure in Cases of Alleged Discrimination](#).

Disability & Access Services

25 Buick Street, Suite 300

Boston, Massachusetts 02215

617-353-3658

access@bu.edu

Amnesty

Community Members may be hesitant to report Prohibited Behavior they experienced for fear they may be charged with other policy violations, such as underage alcohol consumption or violation of BU's drug policy. In consultation with the appropriate offices, EOO may, at its discretion and on a case-by-case basis, offer parties and witnesses amnesty from minor policy violations related to the incident.

Public Disclosures of Prohibited Behavior

Public Awareness Events & Campus Surveys

BU supports public events on campus or online (on platforms sponsored by BU) where Community Members can talk about Prohibited Behavior. Sharing experiences at these events won't be considered a disclosure requiring a report to EOO. Similarly, sharing experiences that may

constitute Prohibited Behavior within a campus survey will not be considered a disclosure requiring a report to EOO, though BU might use information from these events and/or surveys to help prevent Prohibited Behavior and understand the community's feelings about misconduct and campus resources.

BU will respond if Prohibited Behavior disclosed at a BU sponsored public event, online platform or survey presents a serious and immediate threat to someone's health or safety. But this exception doesn't apply to sharing information that reasonably may constitute Prohibited Behavior outside of BU events or platforms, like at off-campus events, in community spaces, during school assignments, or on social media.

Federal Statistical Reporting Obligations

Some BU officials – those deemed Campus Security Authorities – have a duty to report certain crimes for federal statistical reporting purposes under the Clery Act. All personally identifiable information is kept private, but statistical information must be shared with the BU Police Department (“BUPD”) regarding the type of incident and its general location (the report will note whether the alleged conduct occurred on or off campus or in the surrounding area without providing an address) for publication in the Annual Security Report and daily campus crime log.

Additional information regarding this requirement can be found at www.bu.edu/safety/net-work/security.

V. PREGNANCY, PREGNANCY-RELATED CONDITIONS, CHILDBIRTH, AND PARENTAL STATUS

BU is committed to supporting Students and Employees (including applicants) in their living, learning, and working environments based on their pregnancy, pregnancy-related conditions, childbirth or parental or marital status. BU will provide reasonable accommodations to Employees and Reasonable Modifications to Students for pregnancy, childbirth, or related medical conditions.^[4]

The University also provides lactation spaces which are functional, appropriate, and safe for Employees and Students. More information about lactation spaces is available at this website: <https://www.bu.edu/eoo/pregnancy/lactation-support>.

All Employees are encouraged to share the Title IX Coordinator's contact information when a Student or Employee discloses their pregnancy. Resources and options for Students and Employees (including applicants) regarding pregnancy may be obtained by contacting the Title IX Coordinator, Erin Sullivan:

Email: titleix@bu.edu or eeo@bu.edu

University Title IX Coordinator: Erin Sullivan, Executive Director of Equal Opportunity
Phone Number: (617) 358-2605

Website: www.bu.edu/eoo

BOSTON UNIVERSITY NON-DISCRIMINATION PROCEDURES

RESPONSIBLE OFFICE

Equal Opportunity Office

Boston University's goal is to prevent, mitigate and remedy Prohibited Behavior and to support Community Members. These Procedures and Appendices [A](#), [B](#), and [C \[1\]](#) describe the University's process for reporting potential Prohibited Behavior; the rights of participants in the Administrative Resolution Process, including Supportive Measures and Advisors; and the two types of resolution processes used by the University.

These Procedures and Appendices [A](#), [B](#), and [C](#) reflect legal and regulatory requirements and contain much detail. Please contact the Equal Opportunity Office ("EOO") for assistance in understanding them, including what to expect during the processes described below.

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[XI. Appeals of Findings and Disciplinary Sanctions in Final Investigation Report and Final Report](#)

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XIII. Prevention and Education

XIV. University Policies Applicable Prior to August 1, 2026

I. Scope and Jurisdiction of the Procedures

These Procedures apply to reports of Prohibited Behavior involving BU Community Members alleged to have occurred on or after August 1, 2026.^[2] For conduct to fall within the scope of these Procedures, it must:

- Involve a BU Community Member as a Respondent, and
- Occur either:
 - In a University Education Program or Activity, meaning any location, event, or circumstance where BU exercises substantial control over both the Respondent and the context in which the conduct occurs, including conduct subject to BU’s disciplinary authority; or
 - Outside a University Education Program or Activity but the conduct affects the work or educational environment of a member of the BU community.

The Respondent’s change of status with the University (e.g., withdrawal, resignation, graduation, or termination of employment) during the Administrative Resolution Process does not, by itself, require dismissal or conclusion of the process.

Examples of contexts where BU exercises substantial control include:

- On-campus property or facilities;
- Off-campus locations tied to BU programs, activities, or academic or employment responsibilities, such as conferences, field sites, study abroad programs within the United States, or externships;
- Online or electronic platforms provided or managed by BU;
- Circumstances where the Respondent’s relationship to BU (e.g., as a student, employee, or third party) gives BU authority to regulate the conduct.

There are additional jurisdiction limitations for Prohibited Behavior to constitute Title IX Sexual Misconduct, which are detailed in [Section VI.B](#) of this Procedure. The main differences between reports of Title IX Sexual Misconduct and Non-Title IX Sexual Misconduct are the requirements of location, a Formal Complaint, the types of evidence that may be considered during the investigation, and the requirement for a hearing.

Conduct that does not meet the above criteria, or that otherwise falls outside the scope of the Policy, may still be addressed by the Bias Review Team, under the Administrative Review

Process or other University policies, such as the Student Code of Responsibilities, Faculty Handbook, Staff Non-Represented Employee Handbook, or applicable collective bargaining agreements. Additionally, EOO will refer reports of Harassment based on a protected status to BU's Bias Review Team ("BRT") if the report falls outside the scope of the Policy.

II. Reporting Prohibited Procedures

A. BU Employee Reporting Obligations

Except for individuals designated as Confidential Resources (see [Appendix B](#)) who are acting within the scope of their confidential duties, University employees are Required Reporters, meaning that they are required to promptly share with the EOO all known details of disclosures made to them in the course of their employment that may reasonably constitute Prohibited Behavior under this Policy. Employees must also promptly report to the EOO any conduct that may reasonably constitute Prohibited Behavior that they observe or otherwise become aware of, regardless of whether the information is disclosed to them by a Community Member. These reporting obligations apply equally to student-employees when they receive such information while acting within their employee role.

Failure to report under this Policy does not constitute Prohibited Behavior but will be reviewed by the appropriate University official and may result in discipline or other corrective action in accordance with the applicable employee handbook or collective bargaining agreement.

B. Online Reporting

Fill out the [Incident Report Form](#) to report Prohibited Behavior.

C. In Person, Email, or Phone Reporting

Report Prohibited Behavior to the Equal Opportunity Office ("EOO") and/or University Title IX Coordinator at:

[Equal Opportunity Office](#)

888 Commonwealth Ave., Suite 303
Boston, MA 02215
617-358-1796
eeo@bu.edu

Title IX Coordinator

Erin Sullivan, Executive Director of Equal Opportunity & Title IX Coordinator
888 Commonwealth Ave., Suite 303
Boston, MA 02215
617-358-1796
titleix@bu.edu

Community Members may also report Prohibited Behavior to any Deputy Title IX Coordinator via email, phone, or in person. A list of the University's Deputy Title IX Coordinators may be found on the [EOO webpage](#).

D. Meeting with a Resolution or Title IX Team Member

The University encourages any Community Member who has concerns about Prohibited Behavior to talk to a Resolution or Title IX Team Member. A member of these teams will meet with any person to:

- Review Administrative Resolution options, including the Grievance Process and Alternative Resolution Process, and the impact of each option;
- Provide referrals for counseling, medical, and health services available on and off-campus and, in cases involving sex-based harassment, through local community-based rape crisis or domestic violence centers (see [Appendix B](#) for available resources);
- Identify available school- or work-based Supportive Measures related to academic and residence life, and employment;
- Explain the processes outlined in these Procedures;
- Explain how to contact the Boston University Police Department and/or other local law enforcement agencies, if applicable, including their rights and BU's responsibilities in obtaining a criminal protection order (M.G.L. c. 209A/258E), BU No Contact Directive, BU No Trespass Order, and other lawful orders from law enforcement, if applicable.

E. Anonymous or Historical Reports of Prohibited Behavior

Anyone may make an anonymous report regarding Prohibited Behavior. In cases where the report is made anonymously or by a person to whom a disclosure of potential Prohibited Behavior has been made, the Policy and these Procedures will be applied in the same manner as if the Complainant had made the initial report. EOO will attempt to meet with the Complainant to discuss available options, including Supportive Measures, as well as on- and off-campus resources.

The nature and level of the University's response to such reports is at EOO's discretion. For example, EOO may document allegations for future reference, offer Supportive Measures, and/or engage in informal or formal action. EOO also refers reports of Harassment based on a protected status to the BRT if the identity of the Respondent is unknown or the Complainant chooses not to engage with the EOO processes.

In cases where the Complainant wishes to remain anonymous, but the Resolution Team determines it necessary to file a Formal Complaint to initiate the complaint resolution process, the University is obligated to disclose details about the allegations to the Respondent, including the Complainant's identity, if known.

There is no time limit for submission of a report. However, BU's ability to investigate, respond, discipline, and/or provide remedies for anonymous or historical reports of Prohibited Behavior will be impacted by a number of factors. These include the level of information available about the incident and the individuals involved, whether the parties are subject to BU's jurisdiction, the Complainant's willingness to participate in the Administrative Resolution Process, and whether significant time has passed since the incident(s) described in such a report. Depending on the nature of the case, BU might not still have jurisdiction, for example, when the parties are no longer enrolled at or employed by the University, or the parties are no longer participating in a University Education Program or Activity.

III. Privacy, Confidentiality, and Safety Measures

A. Privacy

BU will work to keep information private and will not share personally identifiable information (as defined under the Family Educational Rights and Privacy Act) received during the course of an Administrative Resolution Process except in the following circumstances: (1) prior written permission from the person who has the authority to consent; (2) when sharing with a confidential resource or someone who has permission to receive the information (such as an advisor or confidential resource provider); (3) when sharing with people involved in the process, including those directly affected and other employees who need to know; (4) as required by federal law or the terms of a federal grant or granting agency; or (5) when the disclosure is not prohibited by applicable law. The Resolution Team will inform all Community Members participating in an investigation, proceeding, or hearing that they are expected to maintain the privacy of the process.

BU will take reasonable steps to maintain the privacy of the Parties and witnesses, in a manner that does not restrict the Parties' ability to gather and present evidence, consult with family members, friends, confidential resources, or Advisors, or otherwise prepare for or participate in the Administrative Resolution Process. BU will also work to prevent and address unauthorized disclosure of information and evidence obtained solely through the Grievance Process. For example, BU will direct Parties not to share information obtained solely through the Administrative Resolution Process and/or may take action if a Party's unauthorized disclosure violates the Policy's prohibition against Retaliation or other University policy.

B. Complainant Request for Confidentiality and Community Safety Concerns

A Complainant and witnesses participating in the Grievance Process cannot remain anonymous because all parties have a right to know who is providing evidence relevant to the allegation(s). If the Complainant requests confidentiality or expresses a desire for the report or Complaint not to be pursued, and if the Administrative Resolution Process has not been initiated or the process began but was terminated, EOO will assess the Complainant's request for anonymity and/or not to proceed. In conducting this evaluation EOO will consider various factors, including but not limited to :

- The rationale for Complainant's request not to proceed with the initiation of a complaint;
- The Complainant's reasonable safety concerns regarding initiation of a complaint;
- The risk that additional acts of Prohibited Behavior would occur if a complaint was not initiated, including whether there were other reports of alleged Prohibited Behavior involving the same Respondent;
- The seriousness of the alleged Prohibited Behavior and whether, if established, the Respondent would be removed from campus, or some other serious sanction would be necessary;
- The Respondent has a history of arrests or records from a prior school or employer indicating a history of violence;
- The Respondent threatened further Prohibited Behavior or other violence against the Complainant or others;
- The Respondent is a BU Employee;
- The Prohibited Behavior was committed by multiple Respondents;
- The Prohibited Behavior was perpetrated with a weapon;
- The age and relationship of the parties, including whether Complainant is a minor;
- BU possesses other relevant evidence (e.g., security camera footage, security personnel observations, physical evidence);
- Applicable legal requirements;
- The Complainant's report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular person or group or ongoing Prohibited Behavior; or,
- Whether BU could end the Prohibited Behavior and prevent it from recurring without initiating a complaint.

If, based on EOO's assessment, it determines Complainant's request for confidentiality or decision not to participate in an investigation will be honored, BU's ability to meaningfully investigate the incident or take action against the Respondent(s) may be limited.

In rare cases, EOO may start the Grievance Process without the Complainant's participation. This might happen if the report involves an imminent and serious threat to Complainant or BU Community Members' safety, or stops BU from providing equal access to its programs. If proceeding with the Grievance Process involving allegations of Title IX Sexual Misconduct, BU must share details with the Respondent, including the Complainant's name, if known. In these cases, EOO becomes the Complainant and will inform the person who wanted to stay anonymous or did not want to be involved of

the upcoming Grievance Process. That person can speak to EOO, receive Supportive Measures, receive updates on the case, and be provided access to any resulting reports or findings.

C. Emergency Removal of Student Respondent

BU may remove a student from campus in emergency situations. This step is only taken after an individualized safety and risk review, when the University determines that:

1. The student poses an immediate risk to the physical safety or health of another person or the community; and
2. The risk is connected to the reported allegations of Prohibited Behavior.

Emergency removal may include a short-term suspension or leave of absence. If this happens, the University will promptly notify the student and explain the decision, and the student will have an opportunity to appeal the removal decision immediately following the removal.

D. Administrative Leave for Employees

BU may place an employee on administrative leave from their job duties at any time, including while the Administrative Resolution Process is ongoing. This action is not considered an emergency removal under these Procedures and does not include an appeal option. Notice of administrative leave will come from outside the EOO and the Procedures.

IV. Rights, Supportive Measures, and Advisors

A. Rights of the Complainant and Respondent During Administrative Resolution Process

Throughout the Administrative Resolution Process described in Sections [VII](#) and [VIII](#), both the Complainant and Respondent are entitled to the following:

- Equitable treatment;
- Access to the Policy and Procedures applicable to their case;
- An Advisor or support person of their choice who may accompany and consult with the Parties throughout the proceedings, provided the Advisor cooperates with the rules established by the EOO about their participation;
- Notice of an allegation of the Prohibited Behavior that will include the date, time, and location, if known, of the alleged incident, including a specific statement of policies allegedly violated;

- An Administrative Resolution Process that is impartial and conducted by an individual who does not have a conflict of interest or bias and who will have not less than annual training on the Policy and Procedures;
- A presumption that the Respondent is not responsible for the alleged Prohibited Behavior until a determination regarding responsibility has been made;
- To decline to participate in the Administrative Resolution Process;
- Simultaneous written notice of the outcome of an Investigation, not later than seven (7) days after a final determination of a Complaint addressed through the Administrative Resolution Process (not including time for an appeal), unless good cause for additional time is shown;
- Information about any appeal rights and procedures, including that both Parties are permitted the opportunity to appeal determinations regarding responsibility or sanctions; and
- Non-disclosure of the identity of the Parties by the University, except as necessary for BU to carry out the Administrative Resolution Process under the Policy and Procedures, or as permitted under state or federal law.

As explained in Sections [VII](#) and [VIII](#), during the Administrative Resolution Process, both the Complainant and Respondent are entitled to:

- Equal opportunity to present evidence and witnesses on their behalf during an investigation and hearing (conducted in cases involving allegations of Title IX Sexual Misconduct);
- Equal opportunity to inspect, review, and respond – within a reasonable timeframe – to evidence obtained in an investigation that will be used during the Administrative Resolution Process;
- Restrictions on the types of evidence considered by the Investigator, including evidence regarding prior sexual history or character evidence; and
- Provide any questions to the Investigator to ask the other Party, because Parties may neither personally nor directly question each other during an investigation or hearing. If a specific question cannot be asked, the Investigator will provide a rationale for the decision.

B. Supportive Measures

Supportive Measures are available to the Parties any time after EOO receives a Report of alleged Prohibited Behavior. If there is a report of Prohibited Behavior, it is not necessary for a Complainant to proceed with an Administration Resolution Process or for a Respondent to participate in the process to request Supportive Measures. Supportive measures are available at no cost to the Parties and can be requested through the EOO and other University Offices, which

includes but is not limited to: Dean of Students Office (DOS), Disability and Access Services (DAS), Faculty and Staff Assistance Office (FSAO), the Ombuds Office, Survivor Advocacy, Response & Prevention (SARP), and Residence Life. The relevant office will consult with the Parties' school, college, or administrative unit (and Disability & Access Services, when appropriate) when planning and implementing Supportive Measures.

An individual's failure to comply with restrictions imposed by Supportive Measures (e.g. a no-contact order) may be a basis for disciplinary action, up to and including expulsion from the University or termination of employment from the University and will be addressed in accordance with applicable University policies.

i. Factors Considered When Implementing Supportive Measures

Factors the University will consider when determining whether to implement one or more Supportive Measures, include the following:

- The nature of the alleged Prohibited Behavior and any continuing effects on the Parties;
- Whether the Parties continue to be enrolled or employed, or otherwise engaged in classes, work, or an Education Program or Activity;
- Whether a no-contact and/or no-trespass order, or other steps, have already been taken to mitigate harm;
- Ages of the parties involved; and
- The reasonableness of the request.

If the Respondent is unknown or is not a BU Community Member, EOO may assist the Complainant in identifying appropriate institutional and local resources and support options. If criminal conduct is alleged, BU may assist the Complainant in contacting BUPD or other applicable law enforcement to file a police report, seek a restraining order, or obtain other support.

BU will keep Supportive Measures as private as possible, including between the Parties, unless sharing is necessary to put those measures in place.

ii. Appeal Of Supportive Measures

If a Party believes a Supportive Measure offered under these Procedures does not meet their needs, they may appeal the Supportive Measure(s). The appeal is limited to the Supportive Measures that affect the Party themselves and is limited to seeking a change or reversal of the decision to provide, deny, modify, or end those measures.

The appeal must be made directly to EOO using the [Supportive Measure Appeal Form](#). The Title IX Coordinator or Executive Director of EOO ("TIXC/ED") or, in the case of a conflict, a Resolution Team member (other than the member implementing the Supportive Measures) will review the appeal request and provide a decision (including a rationale) within 14 Days. The

decision will be final, unless there is a material change in circumstances that affects the Parties after the original decision.

iii. Duration of Supportive Measures

Supportive Measures may be modified, terminated, or continued at the conclusion of the Administrative Resolution Process by EOO. Parties will be notified in writing of any changes in status.

C. Reasonable Accommodation

BU is committed to providing reasonable accommodations and support to qualified BU Community Members with disabilities to ensure equal access to the Administrative Resolution Process. Any person needing an accommodation or support during the Administrative Resolution Process should contact the EOO at accomm@bu.edu, who will review the request and, in consultation with the person requesting the accommodation, determine which accommodations are appropriate and necessary for full participation in the process.

D. Reasonable Modifications for Students due to Pregnancy, Childbirth, or Related Medical Conditions.

The University will make Reasonable Modifications for Students, based on each Student's individualized needs and in consultation with the Student. Reasonable Modifications may include academic, physical space, and attendance adjustments, including voluntary leaves of absences. However, a modification that fundamentally alters the nature of the Student's University Education Program or Activity is not considered reasonable. Depending on the nature of the Student's request, the University may require a Student to provide documentation that is reasonable and necessary to support the Student's need for Reasonable Modifications.

BU uses an interactive dialogue to discuss a request for Reasonable Modifications and explore potential modifications or adjustments. All Students who need to request a Reasonable Modification due to pregnancy, childbirth, or a related medical condition should contact the EOO at eeo@bu.edu.

E. Language and Interpretation Services

The University will provide language services to ensure meaningful access and effective participation in the Administrative Resolution Process for individuals with limited English proficiency or other language needs. Upon request, and at no cost, the University may provide spoken language interpretation, translation of relevant written materials, or other appropriate language assistance at any stage of the process. Requests should be made in writing to the EOO and may be submitted at any time.

F. Advisors

Each party may choose and be accompanied to any meeting or interview related to these Procedures by one person serving as an Advisor. During meetings and interviews, the Advisor may provide support by quietly conferring with or passing notes to the Party in a non-disruptive manner. Parties and Advisors may also request a break in the meeting or interview to confer. Consistent with BU's commitment to promptly resolving complaints, EOO reserves the right to proceed with any meeting or interview regardless of the availability of the party's selected Advisor. Advisors are expected to advise ethically, with integrity, and in good faith. Advisors are also expected to maintain the privacy of the records shared with them.

During the hearing phase of the Title IX Sexual Misconduct Procedures (explained further in [Section IX](#)), each Party is required to have a Hearing Advisor who will question the other Party and witnesses at the hearing. Otherwise, a Hearing Advisor may not speak on behalf of a Party, delay, disrupt, or interfere with the hearing. If a Party does not have a Hearing Advisor to serve on their behalf during the hearing, the Party should immediately (and within 2 days of receipt of the written hearing notice) contact the Hearing Facilitator assigned to the matter at titleix@bu.edu to discuss the appointment of a Hearing Advisor by the University.

If an Advisor disrupts the Administrative Resolution Process or otherwise fails to respect the limits of the Advisor role, EOO may suspend the meeting or interview, or implement other appropriate measures. In the event a Party's Advisor of choice materially violates the rules and expectations specified in the Procedures, the University may preclude the Advisor from further participation, in which case the Party may select a new Advisor of their choice.

A Party may designate an Advisor by submitting an [Advisor Designation Form](#) available at www.bu.edu/eoo. Parties should submit the Advisor Designation Form in advance of any interview in which the Advisor attends as part of the EOO Administrative Resolution Process.

V. Initial Assessment and Case Routing

A. Timeframe for Resolution

EOO will seek to resolve each Complaint and Formal Complaint through the Grievance Process or Alternative Resolution Process in 120 Days, excluding appeals of the Grievance Process. Should an appeal be filed, it will typically require an additional 30 Days to resolve.

Time frames may vary depending on the complexity of a case, availability of witnesses, and the time of the academic year (for example, during breaks, study periods or final exams, some delays may be inevitable). EOO may extend any time frame for good cause and will provide a written explanation to the Parties, along with an estimation of the additional time needed.

B. Concurrent Criminal or Civil Processes

The filing and processing of a Complaint or Formal Complaint of Prohibited Behavior with EOO is separate from and independent of any criminal law enforcement investigation or court proceeding. Parties retain the right to choose whether to notify law enforcement (including campus, local, and state police) of an alleged incident of Prohibited Behavior, and may pursue or decline such options independently of the University's processes.

EOO's action(s) are not typically altered or precluded on the grounds that civil or criminal charges involving the underlying incident(s) have been filed or that criminal charges have been dismissed or reduced. On a case-by-case basis, however, EOO may briefly delay its investigation (several days to weeks) when law enforcement is investigating criminal charges based on the same Prohibited Behavior. Neither law enforcement's decision whether to prosecute a Respondent nor the outcome of a criminal prosecution determines whether a violation occurred under the Policy.

C. Effect of Pending Administrative Resolution on the Respondent

If the Respondent is currently a Student or Employee, no record of a complaint, formal complaint, ongoing administrative resolution process, or pending disciplinary action will be included on the student's academic transcript or the employee's personnel file until the administrative resolution process is fully completed, including any appeals or related internal procedures.

If a student Respondent chooses to withdraw from the University while the administrative resolution process is still ongoing, their transcript will indicate a withdrawal along with a notation that a disciplinary process was pending at the time of withdrawal. This notation may be updated to reflect the outcome of the process.

- If the employee resigns before the process is complete, their personnel file will reflect their resignation and note that an administrative resolution process was pending at the time. This notation may be updated to reflect the outcome of the process.

D. Report Submitted and Initial Assessment

After receiving a Report of alleged Prohibited Behavior, the Resolution Team will contact the Complainant and offer an opportunity to meet with a member of the Resolution Team. In addition to providing information regarding Supportive Measures and the Administrative Resolution Process to Complainants, EOO may request additional information regarding the alleged Prohibited Behavior prior to conducting an initial assessment.

If a Report becomes a Complaint or Formal Complaint, then EOO will conduct an initial assessment:

- EOO will assess the allegations to determine whether the Complaint or Formal Complaint should be dismissed based on the grounds described in [Section VI, Dismissals](#), or referred to the Bias Review Team.

- If the allegations allege a potential violation of the Policy, EOO will work with the Complainant to determine which option(s) to pursue:
 - Supportive Measures (described in [Section IV.B](#));
 - Alternative Resolution Process (described in [Section VII](#));
 - Grievance Process (described in [Section VIII](#)); and/or
 - Other steps deemed appropriate by EOO, based on case-specific circumstances.

E. Administrative Resolution Process

The Administrative Resolution Process at BU is used to address reports, Complaints, and Formal Complaints of Prohibited Behavior. The Administrative Resolution Process consists of the Alternative Resolution Process and the Grievance Process, both described in detail below.

The process for resolving Formal Complaints alleging Title IX Sexual Misconduct differs in some important ways from the process used to resolve all other Complaints including, for example, whether the Alternative Resolution Process is available, the process for dismissal of Complaints, the types of evidence available during the proceedings, and whether findings are made by an Investigator or a Hearing Panel or Chair. The distinctions are noted throughout these Procedures.

Each process is initiated when the EOO issues a Notice to all Parties. The Notice will be either a Notice of Alternative Resolution Request (NOARR) or a Notice of Investigation and Allegations (NOIA). These notices are described in more detail below.

F. Accepted Responsibility

At any point prior to the conclusion of the Administrative Resolution Process, a Respondent may choose to accept responsibility for part or all of the alleged Policy violations. This decision must be communicated in writing to the investigator or designated official.

When a Respondent accepts responsibility:

- The Administrative Resolution Process may be concluded with respect to the conduct for which they have accepted responsibility.
- A Resolution Team Member will document the Respondent's acceptance of responsibility and incorporate it into a final report or memorandum.
- The matter will proceed to the resolution phase, which may include a determination of appropriate outcomes or sanctions, as applicable.
- The Complainant will be notified of the Respondent's decision and will have the opportunity to respond or provide input, consistent with applicable policy and procedures. In a

case involving Title IX Sexual Misconduct, both Parties must agree to the acceptance of responsibility.

If the Respondent accepts responsibility for only a portion of the alleged conduct, the Administrative Resolution Process will continue for the remaining allegations unless otherwise resolved.

The University recognizes that accepting responsibility can be a difficult decision. Respondents are encouraged to consult with an Advisor or support person and may request a meeting with the Investigator or a Resolution Team Member to discuss the implications of this option.

VI. Dismissals

A dismissal means the University will not move forward with some or all parts of a Complaint or Formal Complaint under the Policy. Dismissals can happen for different reasons, such as when the University does not have jurisdiction or when the allegations do not meet the definition of a Policy violation. A dismissal does not necessarily mean the reported behavior was acceptable; it only means that the Administrative Resolution Process will not continue. In some cases, the matter may be referred to another University process for review. There are two types of dismissals, which are discussed in detail below.

A. Permissive Dismissal

EOO may dismiss one or more allegations – or an entire Complaint or Formal Complaint – at any point during the Administrative Resolution Process for any of the following reasons:

- The Respondent cannot be identified after reasonable efforts by the EOO;
- The University does not have jurisdiction over a Complaint or Formal Complaint because, for example, Respondent is not participating in a University Education Program or Activity or is not employed at BU;
- The allegations of Prohibited Behavior, even if proven, do not rise to the level of a Policy violation (EOO will attempt to clarify the allegations with the Complainant prior to dismissal on this basis);
- Circumstances prevent the University from gathering enough evidence to reach a determination as to the Complaint or Formal Complaint (or any part(s) of the Complaint or Formal Complaint);
- The Complainant voluntarily withdraws some or all the allegations of Prohibited Behavior in writing, and the Title IX Coordinator decides not to initiate a Complaint. Any remaining allegations must still meet the Policy's definition of Prohibited Behavior without the withdrawn allegations to proceed. If a Complainant withdraws one or more allegations from their Complaint or Formal Complaint and that withdrawal is accepted by the EOO,

they may not later reinstate or refile the withdrawn allegation(s) under this Policy based on the same facts, except where new information materially alters the nature or scope of the withdrawn allegations or in exceptional circumstances; and/or,

- At EOO's discretion, for any other reasonable reason based on the facts and circumstances of the Complaint or Formal Complaint.

B. Mandatory Dismissal – Formal Complaints Alleging Title IX Sexual Misconduct

EOO must dismiss Formal Complaints alleging Title IX Sexual Misconduct (entirely or in part) if:

- The alleged misconduct, even if proved, would not constitute a violation of any charge of Title IX Sexual Misconduct under the Policy;
- The alleged misconduct did not occur in the University's Education Program or Activity;
- The alleged misconduct did not occur against a person in the United States; or
- The Complainant is not participating in or attempting to participate in an Education Program or Activity at BU at the time the Formal Complaint was filed.

If a Formal Complaint is dismissed for any of these reasons, the Title IX Coordinator may refer the matter to another University process or to the Administrative Resolution Process for other types of Prohibited Behavior.

C. Dismissal Appeal Process

When EOO dismisses a Complaint or Formal Complaint (or any part of it) for either Permissive or Mandatory Dismissal reasons, it will send written notice (Dismissal Notification) explaining the reason(s) for dismissal and offering Supportive Measures.

If the NOIA was already issued at the time of the dismissal, both Parties will receive the Dismissal Notification and may appeal and/or provide a written response to any appeal filed by the other Party. If the dismissal was issued before the NOIA was issued to the Respondent, then only the Complainant will be sent the Dismissal Notification and may appeal; the Respondent will neither be notified of the dismissal nor provided an opportunity to appeal.

An appeal of the dismissal of a Complaint, Formal Complaint, or specific allegations must be based on the following grounds:

- Procedural error or omission that would change the dismissal decision;
- The discovery of new, relevant evidence that was unavailable to the appealing party when the Complaint, Formal Complaint, or allegation was dismissed; or,
- The TIXC/ED, Investigator, or other member of the Resolution Team had a conflict of interest or bias.

An appealing party must request an appeal using the [Dismissal Appeal Form](#). This Form must be submitted to EOO within seven (7) Days from the date of the Dismissal Notification. The TIXC/ED or their designee will review the request and provide a decision, including a rationale, within 14 Days from receipt of the Dismissal Appeal Form or the non-appealing party's written response, whichever is later.

VII. Alternative Resolution Process

In the Alternative Resolution Process, the Parties seek a resolution of a Complaint or Formal Complaint using an alternative resolution mechanism, including but not limited to, mediation, restorative practices, facilitated dialogue, or other applicable approaches.

A. Initiating the Alternative Resolution Process

Either Party may request to use the Alternative Resolution Process at any time before the University decides whether a Policy violation did or did not occur. In Title IX Sexual Misconduct cases, the request may be made at any time after the filing of a Formal Complaint and before the conclusion of the hearing. In all other cases, the request may be made after the filing of a Complaint and before the conclusion of an investigation. The Alternative Resolution Process cannot be used when a student alleges a University employee committed Title IX Sexual Misconduct.

B. When The Alternative Resolution Process Is Permitted

Following a request for Alternative Resolution by one or both Parties, EOO will review the request to determine whether the Alternative Resolution Process would be appropriate and, if so, which form of Alternative Resolution may be most successful for the Parties, based on the following factors:

- Likelihood of potential resolution, considering any power dynamics between the Parties;
- The nature and severity of the alleged Prohibited Behavior;
- Parties' motivation to participate;
- Civility of the Parties;
- Results of a violence risk assessment/ongoing risk analysis;
- Disciplinary history of the Respondent;
- Whether Administrative Leave for a BU Employee or leave of absence for a Student is needed;

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- Skill of the Alternative Resolution Process facilitator with the type of Complaint (the nature of the alleged Prohibited Behavior);
 - Complaint complexity;
 - Emotional investment/capability of the Parties;
 - Goals of the Parties;
 - Whether the Alternative Resolution Process would conflict with any federal, state, or local law; and
 - Whether EOO has adequate resources available to support the Alternative Resolution Process.

Before engaging in any type of Alternative Resolution, EOO will confirm that both Parties freely agree to participate. If both Parties agree, EOO will work with them to decide on the method that best fits the situation, such as mediation or restorative practices.

EOO will never pressure anyone to participate in the Alternative Resolution Process, and participation will not affect a person's enrollment or employment. Even if one or both Parties request Alternative Resolution, EOO may decide not to offer it or may stop it at any time. This may happen if material facts change, if the process no longer seems appropriate, if EOO believes it will not lead to a successful resolution, or at EOO's discretion for any other reasonable reason.

Parties are not required to use the Alternative Resolution Process. Either Party may stop it at any time and begin or return to the Grievance Process. If the Parties were already in the Grievance Process before starting Alternative Resolution, EOO will decide whether that process will pause, continue, or change in some way while Alternative Resolution is underway.

EOO may help the Parties reach an agreement and may accept or reject any proposed outcome, including terms related to confidentiality, release, or non-disparagement.

C. Notice of the Alternative Resolution Process

If BU and the Parties agree to engage in the Alternative Resolution Process, EOO will provide parties with written notice of the following:

- Copy of or link to the Policy and these Procedures
- The alleged Prohibited Behavior;
- The requirements of the Alternative Resolution Process, including conditions for withdrawing from it and initiating or resuming the Grievance Process;
- The TIXC/ED's duty to take appropriate prompt and effective steps to ensure that discrimination does not continue within the University's Education Program or Activity;

- Potential terms that may be requested or offered;
- Information about any Alternative Resolution Process records that may be maintained and/or shared by EOO in any Grievance Process that may be initiated or resumed;
- Enforcement of the Resolution Agreement;
- The Parties' right to have an Advisor of their choice throughout the process;
- An explanation of the prohibition against Retaliation; and
- If Supportive Measures have been implemented, an explanation of the scope of those measures, the Parties' respective duties to comply with them, and appeal rights.

D. Conclusion of the Alternative Resolution Process

Once signed by the Parties and accepted by the EOO, the Resolution Agreement becomes final and binding, and the terms of the Resolution Agreement are not subject to further review or appeal through the Policy's grievance procedures. However, if a Party fails to comply with the agreed-upon terms, the EOO may take appropriate action, which may include reinstating the underlying allegations for further resolution or referring to the appropriate disciplinary process (such as the Student Code of Responsibilities, Faculty Handbook, Non-Represented Staff Handbook, or a collective bargaining agreement).

EOO keeps records of all resolutions reached through the Alternative Resolution Process. The relevant Administrator(s) for the case will carry out any restrictions or remedies that the Parties agree to in a Resolution Agreement. Once both Parties sign a Resolution Agreement, the terms cannot be appealed. If the Parties cannot agree on all terms, the case will move forward through the Grievance Process.

When a resolution is reached, the Administrator(s), or their designee(s), will promptly put any remedies or other actions into place. These steps are taken to stop the Prohibited Behavior, prevent its recurrence, and address its impact on the Complainant and other BU Community Members.

VIII. Grievance Process

The Grievance Process described below is used for resolving Formal Complaints (which are complaints alleging Title IX Sexual Misconduct) and Complaints (which are complaints alleging Non-Title IX Sexual Misconduct and any other form of Prohibited Behavior). Certain aspects of the Grievance Process differ for Formal Complaints and Complaints. These differences are identified below.

A. Filing a Formal Complaint for Title IX Sexual Misconduct

One of the differences between allegations of Title IX Sexual Misconduct and all other forms of Prohibited Behavior is that a Formal Complaint is required to initiate the Grievance Process for Title IX Sexual Misconduct. Following a report of Prohibited Behavior, the Resolution Team will review the report to determine whether the allegations constitute Title IX Sexual Misconduct. If so, a Formal Complaint must be filed by the Complainant before any Notice of Investigation and Allegations is issued.

In rare situations, the Title IX Coordinator (TIXC) may sign a Formal Complaint to start the Grievance Process even if the Complainant does not wish to participate. The TIXC may take this step after an individualized review of the facts and safety concerns, and only when needed to protect the community or ensure equal access to University programs. Reasons may include: an imminent and serious threat to someone's safety; evidence of a pattern of alleged conduct by the same Respondent; or other circumstances showing that not proceeding would risk ongoing harm or deny equal educational or workplace access. When the TIXC signs a Formal Complaint, the TIXC is not the Complainant or a party and will remain neutral and free of bias throughout the process. The University will inform the individual who reported the concern, continue to offer Supportive Measures, and provide updates on the case.

B. Consolidation of Complaints

If different allegations of Prohibited Behavior come from the same set of facts or events, EOO may choose to combine them into one Complaint or Formal Complaint. This may happen when:

- One Complainant reports concerns about more than one Respondent;
- More than one Complainant reports concerns about one or more Respondents; or
- One Party reports concerns about another Party.

C. Notice of Investigation and Allegations (NOIA)

Once EOO decides a Complaint or Formal Complaint should be investigated, EOO will send a written Notice to both Parties. The NOIA may be mailed to the Parties' designated addresses, emailed to their BU issued or preferred email accounts, or delivered in person. The NOIA is considered delivered once it is mailed, emailed, or given in person. EOO may delay sending the NOIA to address potential safety concerns, based on an individualized safety and risk analysis, that may arise from issuing the NOIA.

The NOIA will contain the following information:

- Copy of or link to the Policy and these Procedures.

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- Explanation of the process for investigating and adjudicating Complaints and Formal Complaints under these Procedures.
 - Summary of the Complaint or Formal Complaint which will provide sufficient information to allow the Parties to respond to the allegations, including the (a) identities of the Parties involved, (b) conduct that forms the basis for the alleged Prohibited Behavior, and (c) date(s)/time(s) of the alleged Prohibited Behavior (if known to the University).
 - The name of the impartial investigator(s), if available, assigned to the case. Concerns regarding bias or conflict of interest related to the Investigator may be raised with the TIXC/ED, who will determine whether the concern is reasonable and supportable. If so, a different Investigator(s) will be assigned.
 - The Respondent is presumed not responsible for the Prohibited Behavior until a determination based on the preponderance of the evidence is made at the conclusion of the Administrative Resolution Process.
 - The Parties' right to have an Advisor of their choice during the Administrative Resolution Process, including during any meeting, interview, or hearing.
 - The Parties will have equal opportunities to inspect, review, and present to a trained, impartial decisionmaker certain types of evidence depending on the nature of the allegations and the stage of the Grievance Process:
 - For Formal Complaints alleging Title IX Sexual Misconduct, the Parties may inspect and review any evidence obtained as part of the investigation that is directly related to the allegations in the Formal Complaint, and to present at a hearing relevant and not otherwise Impermissible Evidence; and
 - For Complaints alleging all other forms of Prohibited Behavior, the Parties may inspect, review and present to an impartial decisionmaker all relevant and not otherwise Impermissible Evidence.
 - The University will identify in writing to the Parties the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings with sufficient time for the party to prepare to participate.
 - An explanation of the prohibition against Retaliation.
 - If Supportive Measures have been implemented, an explanation of the scope of those measures, the parties' respective duties to comply with them, and appeal rights.

EOO may update the NOIA at any time if new information becomes available, such as new allegations or the dismissal of existing allegations, during the Administrative Resolution Process.

D. Investigation Process

Investigations conducted under the Grievance Process involve interviews with all relevant Parties and Witnesses, as well as collection of available evidence. Throughout the investigation, Parties receive weekly status updates (or less frequent updates if requested) and a full and fair opportunity to suggest witnesses and provide evidence. Parties also have the opportunity to review and respond to all evidence on the record (the types of evidence that will be made available to the Parties will depend on the nature of the allegations) (See Section **VIII.E**).

i. Preliminary Investigation Report and Review Period

Prior to the completion of the Final Investigation Report, the Investigator will draft a Preliminary Investigation Report summarizing either (a) all relevant and not otherwise Impermissible Evidence (for Complaints), or (b) all relevant plus all directly related evidence for Formal Complaints alleging Title IX Sexual Misconduct. The Preliminary Investigation Report will not include any factual findings, credibility assessments, or outcome determinations.

EOO will make the Preliminary Investigation Report and appropriate evidence available to each party (and their Advisor, if any) in non-downloadable electronic format or make a hard copy available for review in the EOO. The Parties will have 10 Days from receipt of such evidence to submit to the Investigator a written response, which may include a request to review additional evidence based on the nature of the Prohibited Behavior. The Investigator will incorporate the responses submitted into an updated report.

The Investigator will review the Parties' respective written responses (if any) and may take additional investigative steps, as needed. The Investigator may allow the Parties an additional period to respond, in writing, to the written responses of the other party, including any new evidence provided. Whether an additional review period is initiated and the length of that review period is at the discretion of the EOO.

ii. Finalizing the Investigation Report

a. Complaint Alleging Prohibited Behavior Other Than Title IX Sexual Misconduct

Following completion of the preliminary review period and any additional investigatory steps, the Investigator will draft a Final Investigation Report. In cases alleging Prohibited Behavior other than Title IX Sexual Misconduct, the Final Investigation Report will:

- Assess a Party's or witness's credibility, if relevant to evaluating one or more allegations of Prohibited Behavior;
- Evaluate the relevant and not otherwise Impermissible Evidence and determine factual findings for all allegations;

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- Compare the relevant and not otherwise Impermissible Evidence in relation to the definitions of Prohibited Behavior as described in the Policy;
 - Set forth findings regarding responsibility based on the Preponderance of the Evidence; and
 - Provide information regarding Appeal rights of the Parties.

The Final Investigation Report will be shared with the relevant Administrator for review and determination as to the appropriate Sanction, if any. For more information regarding Disciplinary Sanctions, see [Section X](#) below.

Following the Administrator's review, the Parties will be provided simultaneous notice of the outcome of the investigation and access to the Final Investigation Report, including all relevant and not otherwise Impermissible Evidence. The Parties will also be provided information regarding their rights to an appeal, discussed in further detail in [Section XI](#) below.

b. Formal Complaint Alleging Title IX Sexual Misconduct

The Investigator will create a Final Investigation Report summarizing the relevant evidence for Formal Complaints alleging Title IX Sexual Misconduct. The Final Investigation Report will include exhibits containing all relevant evidence made available to the parties for inspection and review. This evidence may be used by the parties at the Hearing. As noted below in [Section VIII\(E\)\(iii\)\(b\)](#), the Investigator may redact certain information contained in documents or evidence. In the Final Investigation Report, the Investigator will not make a final determination as to whether a violation of the Policy occurred, or an appropriate sanction, reserving those decisions for the relevant decision-makers during the hearing process.

After completing the Final Investigation Report, the Investigator will simultaneously send to each party (and their Advisor(s), if any) a non-downloadable copy of the Final Investigation Report in electronic format or will make a hard copy available for review in the EOO. A Complainant or Respondent may submit a written response to the Final Investigation Report to the investigator within seven (7) Days of the issuance of the Final Investigation Report. A Party's written response to the Final Investigation Report may include any objections to the Investigator's determinations about relevance of the evidence referenced in the Report. Parties' responses will be provided with the Final Investigation Report to the Hearing Panel for pre-hearing review.

iii. Additional Considerations

a. Remote Processes

EOO may choose to hold any meeting under these Procedures remotely (such as by phone, video call, or similar technology) when doing so is appropriate or helpful in the circumstances. EOO will work with the Party or Witness when determining whether the meeting will be conducted in-person or remotely.

b. Recording

No unauthorized audio or video recording of any kind is permitted during any meeting conducted as part of these Procedures. If Investigator(s) elects to audio and/or video record interviews, all involved parties must be made aware of and consent to audio and/or video recording.

c. Previous Allegations/Violations

Evidence of previous disciplinary violations by Respondent may be admissible and considered by the Investigator(s) when the information suggests a potential pattern and/or predatory conduct, but otherwise such evidence is not generally admissible.

Previous disciplinary action of any kind involving Respondent may also be considered in determining appropriate Supportive Measures, whether emergency removal ([Section III.C](#)) or administrative leave ([Section III.D](#)) are appropriate, and disciplinary sanction(s) ([Section X](#)).

d. Witness Participation

BU Community Members are expected to cooperate with, and participate as Witnesses in the Grievance Process, but EOO cannot require them to do so. Participating Witnesses are expected to engage with honesty and in good faith. Disciplinary action under an applicable conduct code may result if a Witness acts in bad faith.

E. Evidentiary Rules

i. Preponderance of the Evidence Standard of Proof

Throughout the Grievance Process, the Respondent is presumed not responsible for the alleged Prohibited Behavior. The Respondent will only be found responsible if, at the end of the process, the Preponderance of the Evidence shows it is more likely than not a Policy violation occurred.

ii. Unauthorized Disclosure of Information and Evidence by the Parties

BU may ask the Parties to agree in writing not to share information learned only through the Grievance Process. BU may also review whether a Party's unauthorized disclosure breaks the Policy's rules against Retaliation. If it does, BU may take action under these Procedures. EOO will also take reasonable steps to prevent and address any unauthorized sharing of informa-

tion or evidence by the Parties or their Advisors when that information comes solely from the Grievance Process.

iii. Use of Evidence During the Investigation Process

The types of evidence that may be accessed, reviewed, and considered by the Parties, an Investigator, and a decisionmaker during the Grievance Process differ between cases alleging Title IX Sexual Misconduct and cases alleging any other form of Prohibited Behavior. In all cases, the Parties are expected to provide all available relevant evidence to the Investigator.

a. Complaints alleging Prohibited Behavior other than Title IX Sexual Misconduct

The Investigator will collect and review evidence during the investigation in accordance with the Policy. The Investigator will share relevant evidence with the Parties for their review so long as it is not Impermissible Evidence.

EOO may remove or redact certain information from documents or evidence before sharing it, including:

- Information that is irrelevant, even if it appears inside a relevant document;
- Impermissible Evidence; or
- Information that could violate the privacy rights of another Student, Employee, or Community Member and is not relevant to the issues being reviewed.

b. Formal Complaints alleging Title IX Sexual Misconduct

The Investigator will collect and review any evidence that is directly related to the allegations. The Investigator will share this evidence with the Parties as required by these Procedures, and both Parties will have an equal chance to inspect and review it.

Directly related evidence includes:

1. Evidence that is directly related to the allegations in the Formal Complaint, even if the University does not plan to use it when deciding responsibility; and
2. Inculpatory or exculpatory evidence that is directly related to the allegations, no matter where it comes from.

Directly related evidence does not include Impermissible Evidence.

EOO may remove or redact certain information before sharing documents or evidence from a Formal Complaint investigation. This may include information that is not directly related to the allegations or that is considered Impermissible Evidence.

If a Party has relevant evidence they did not share during the investigation, the Hearing Chair may choose not to allow that evidence at the Hearing. For instance, if the Hearing Chair finds the evidence was available to the Party before the Hearing and should have been submitted earlier, they may decide to exclude that evidence from the Hearing.

iv. Impermissible Evidence

The following types of evidence, and questions seeking that evidence, are impermissible during the Grievance Process for cases involving all forms of Prohibited Behavior:

- Information protected under legal privilege or provided to a Confidential Employee or Confidential Resource, unless the person who is owed confidentiality voluntarily waives the privilege or confidentiality, in writing. See [Appendix B](#) for more information about Confidential Resources available to the Parties and participants in the process.
- Records made or maintained by a physician, psychologist, or other recognized professional or paraprofessional while treating a Party or witness, unless EOO obtains the written, voluntary consent from the Party or witness to use the records in the Grievance Process.
- Evidence that relates to the Complainant's sexual interests or prior sexual conduct, unless the evidence about the Complainant's prior sexual conduct is:
 - Offered to prove that someone other than the Respondent engaged in the Prohibited Conduct, or
 - About specific incidents of the Complainant's prior sexual conduct with the Respondent and offered to prove consent to the alleged Sexual Misconduct.

Any prior consensual sexual conduct between the Complainant and Respondent does not, by itself, demonstrate or imply Complainant consented to the alleged Prohibited Behavior in this case. It also does not prevent a finding that Prohibited Behavior occurred.

IX. Hearing Process for Formal Complaints Alleging Title IX Sexual Misconduct

After completion of the investigation and the Final Investigation Report, the University will conduct a live hearing ("Hearing") to adjudicate the allegations of Title IX Sexual Misconduct detailed in the Formal Complaint. A Hearing Chair or Panel will hear the relevant evidence, make a final determination as to whether the conduct alleged in the Formal Complaint constitutes Title IX Sexual Misconduct and, if so, recommend sanctions as appropriate. EOO may designate a Hearing Facilitator to coordinate all aspects of the Hearing for the parties, their advisors, witnesses, and the Hearing Chair or Panel.

A. Hearing Chair and Panel Selection / Conflict Checking

If a Hearing Panel is available, it will include three BU Community Members trained on all aspects of the Policy and these Procedures. Each Hearing Panel will have a chair, selected by the EOO, who is also responsible for ensuring the Hearing proceeds in accordance with these Procedures and for making relevancy determinations with respect to each question asked during the Hearing.

The Hearing Panel will not include someone who participated in any effort to resolve the Formal Complaint prior to the Hearing stage of the Grievance Process. The Hearing Chair/Panel will receive the names of the Complainant, the Respondent, and all witnesses, and must withdraw from the proceedings if their relationship to a Party or witness, or other circumstances leads them to believe that they cannot judge the matter fairly, without a conflict of interest, and without a bias for or against Complainants or Respondents, both generally and as to the particular Formal Complaint being resolved.

B. Hearing Notice and Hearing Chair Assignment

The Complainant and Respondent will be provided a notice with the date of the hearing and the name(s) of the Hearing Chair/Panelists informing them of their right to object to the participation of any panelist due to an alleged conflict of interest or bias. The objection must be in writing to the Title IX Coordinator at titleix@bu.edu and received within two (2) Days of the date of the notice. It must state the Party's reasons for believing the Hearing Chair/Panelist has a conflict or is otherwise incapable of fairly judging the matter.

The Title IX Coordinator will decide whether an objection based on conflict or potential bias is justified. That decision is final. When necessary, the Title IX Coordinator will select a replacement Hearing Chair or Panelist. Parties will have an opportunity to object to any Hearing Chair or Panelist selected as a replacement.

A Hearing may be conducted with all parties physically present in the same geographic location or, alternatively, with some or all parties, witnesses, and other participants appearing at the Hearing virtually but in different geographic locations, by using a visual screen, videophone, closed circuit television, videoconferencing, or similar technology allowing the parties to simultaneously see and hear each other. Upon timely request by the Complainant or Respondent, the Hearing Facilitator or Chair may accommodate concerns for the personal safety, well-being, and/or fears of confrontation of the Complainant or Respondent during the Hearing by providing separate facilities, provided the Parties are able to simultaneously see and hear each other as described above.

C. Pre-Hearing Procedures

The Complainant, Respondent, and any witnesses will be notified of the time and location of the Hearing within fourteen (14) Days of the issuance of the Final Investigation Report. The Parties and witnesses are expected to cooperate in the scheduling of the Hearing, which will take into account work and academic obligations.

Prior to the Hearing, the Hearing Chair/Panel will review all the written materials (in electronic format) provided by the Hearing Facilitator, including the Final Investigation Report and all appendices; the written response(s) (if any) from the Complainant or Respondent to the Final Investigative Report; and any other documents not previously submitted by the Parties (except that the Parties will not be permitted to submit any new or additional evidence at the Hearing without a showing that such evidence was not previously available to the Party prior to the Hearing). All materials provided by the Hearing Facilitator to the Hearing Chair/Panel will also be shared in non-downloadable electronic format with the Parties and/or made available for review in a hard copy within the EOO.

Prior to the Hearing date, the Hearing Facilitator may schedule individual meetings between the Chair and each of the Parties and their respective Advisors. At the meeting, the Chair will review the Hearing procedures. In addition, the Complainant and Respondent (and their Advisors) will be provided with a list of witnesses, documents, and other evidence that the Hearing Chair may consider at the Hearing and will make any decisions about whether to admit new evidence proposed by a Party that was not previously submitted during the Grievance Process.

D. Hearing Attendees

The Chair will lead the Hearing. Only the Complainant and Respondent, their Advisors, any witnesses (when called), Hearing Panelists, and necessary University staff may be present in the hearing room(s). EOO will coordinate with University personnel to make sure any witness or other person who is required to participate can attend the Hearing. Whether a witness is required to attend will be determined by the Chair, based on the relevance of the witness's testimony and the needs of the Hearing.

E. Hearing Structure

While the structure of the Hearing is determined by the Hearing Chair, the most typical order of operations is as follows:

- Hearing Chair calls the hearing to order and provides an overview of expectations and ground rules.
- The Complainant and Respondent are each permitted to present a brief opening statement (10-15 minutes).
- Testimony phase, which includes:
 - Hearing Chair directing questions to the Parties;
 - Advisor-led cross examination with Hearing Chair rulings on relevancy;

- Witness testimony based on Hearing Chair questions, Advisor cross-examination, and possible follow-up questions from the Hearing Chair; and
- Any final questions from the Hearing Chair.
- The Hearing Chair may allow each Party to make a closing statement.
- The Hearing Chair announces the hearing is concluded and provides a brief overview of next steps.

The Hearing will not follow a courtroom model, and the rules of evidence and civil or criminal procedure do not apply. The Chair has the sole discretion to commence, recess, and reconvene the Hearing, and may suspend the Hearing at any time. The Chair will make any procedural decisions during the Hearing that they deem necessary to safeguard the integrity and fairness of the Hearing and to avoid undue delay.

The Hearing Chair may set reasonable time limits for any part of the Hearing. In cases where either the Complainant or Respondent opts not to participate in the Hearing, the Hearing Chair may still hear from the other.

If, prior to the conclusion of the Hearing, the Hearing Chair determines unresolved issues exist that would be clarified by the presentation of additional evidence, the Chair may suspend the Hearing and reconvene it in a timely manner to receive such additional information. A suspension of the Hearing may not be based on a Party's proposed introduction of documents or other evidence that could have been presented prior to the Hearing.

F. Questioning at the Hearing

Before a Complainant, Respondent, or witness answers any question at the Hearing, the Chair will first determine whether the question is relevant and provide an explanation for any decision to exclude a question on the grounds that it is not relevant.

The Hearing Panel is permitted to ask questions of any Party or witness participating in the Hearing. A Party's Advisor is also permitted to ask questions; however, the Chair may disallow or reframe any questions that are redundant, irrelevant, abusive, disrespectful, or harassing.

Neither Party may ask questions of the other Party or any witness during the Hearing. Only a Party's Advisor may do so. The Advisor's questions must be asked directly, orally, and in real time. If a Party does not have an Advisor present at the Hearing, the University will appoint an Advisor who may, but is not required to, be an attorney to conduct cross-examination on behalf of that Party. A Party should notify the Hearing Facilitator should they need the University to appoint an Advisor within 2 Days of receiving the Hearing Notice.

Both Parties shall have the right to decline to answer questions during the Hearing; however, that does not preclude the Hearing Panel from proceeding and evaluating the Formal Complaint based on the Final Investigation Report and other relevant evidence submitted during the Hearing, subject to the following:

- The Hearing Panel will decide how much weight to give to statements made or information provided by any Party or witness who did not submit to cross-examination at the Hearing. The Hearing Panel can consider the reliability of the statements or information, the reason the individual did not participate in cross-examination, and any other factors the Hearing Panel considers relevant.
- The University may still proceed with a Hearing in the absence of a Party and may reach a determination of responsibility in their absence.
- The Hearing Panel is not permitted to draw an inference about responsibility for a violation of the Policy based solely on a Respondent's or witness's absence from the Hearing or refusal to submit to cross-examination or answer questions.

G. Audio Recording

The Hearing will be audio recorded. The EOO may arrange for the preparation of any transcript of the recording they deem appropriate. The Complainant and Respondent will have the right to access a copy of the recording without cost or to obtain a copy of the recording at their expense. The Hearing Chair/Panel's post-Hearing deliberations will not be recorded. Personal cell phones and recording devices may not be used in the Hearing room to record the Hearing unless approved by the Chair in advance.

The audio recording of the Hearing, together with the documents, information and other evidence presented at the Hearing, will serve as the record of the Hearing proceedings and will be maintained by the Title IX Coordinator as part of the Respondent's disciplinary record.

H. Privacy

The Hearing is not open to the public. Accordingly, documents prepared in anticipation of the Hearing (including the Final Investigation Report, the Parties' respective responses to the Final Investigation Report (if any), documents, testimony, or other information introduced at the Hearing, and any recording or transcripts of the Hearing) may not be disclosed outside of the Hearing procedures, except as may be required or authorized by law.

I. Additional Considerations for Boston University Academy Students

When a Title IX Sexual Misconduct matter involves a Boston University Academy (BUA) student under the age of 18, the University will modify its Title IX grievance process, including hearing procedures, as appropriate to ensure a process that is developmentally appropriate and

consistent with applicable law. In such cases, the University may permit or require the involvement of a parent, guardian, or other appropriate adult to support the minor student, consistent with privacy considerations and the student's best interests. The University will also take into account the age, maturity, and educational setting of the student in determining how to conduct interviews, hearings, and cross-examination.

These adaptations are intended to comply with the 2020 Title IX Regulations while ensuring equitable access to the process and minimizing potential harm to minor students. To the extent there is a conflict between the standard University hearing procedures and those necessary to appropriately address matters involving BUA students, the University reserves the discretion to implement reasonable modifications to ensure compliance with Title IX and alignment with best practices.

X. Disciplinary Sanctions

Disciplinary sanctions may be imposed after a finding that the Respondent engaged in Prohibited Behavior in violation of the Policy following the appropriate Administrative Resolution Process. This section applies to cases involving any form of Prohibited Behavior.

A. Responsibility to Determine Disciplinary Sanctions

The relevant Administrator(s) who is responsible for determining appropriate sanctions depends on the identity of the Respondent. For a Student Respondent, the relevant Administrator is the Dean of Students; for a faculty Respondent, the dean of the school or college in which the faculty member has their primary appointment; and for staff, the applicable vice president for the administrative unit in which the staff member works. For other community members, the Administrator will be determined based on the Respondent's role or status within the University.

If the Investigator or Hearing Panel determines the Respondent is responsible for violating the Policy, the EOO will provide the Administrator(s) with the Final Investigation or Hearing Report, respectively, to determine the appropriate sanction. After reviewing the materials provided, the Administrator will determine the appropriate sanction and prepare a sanction report that will include the statement of, rationale for, and duration of the disciplinary sanction, any conditions to be observed during the sanction period, and the conditions for termination of the sanction (the "Sanction Report").

For Formal Complaints involving Title IX Sexual Misconduct, the Sanction Report and Hearing Report are combined by EOO and referred to as the Final Report. The Final Report is then shared with both Parties. For Complaints involving other types of Prohibited Behavior, the Administrator will communicate the sanction directly to the Respondent. If the alleged Prohibited Behavior falls under the Violence Against Women Act ("VAWA") then the EOO will also provide the Complainant with a summary of the sanction.

As part of the sanctioning process, EOO or the Hearing Chair/Panel may, in consultation with the relevant Administrator, determine that existing Supportive Measures should stay in place for a prescribed period of time or impose new remedies or administrative actions based upon the investigation and/or hearing of the case.

B. Factors Considered by an Administrator in Determining Disciplinary Sanctions

The sanctioning Administrator will determine the sanction based on the evidence collected during the investigation and detailed in the Final Investigation or Hearing Report. The factors considered when determining any sanction(s) may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s);
- The Respondent's disciplinary history;
- Previous violations of the Policy by the Respondent that involve similar conduct;
- The need for sanctions/responsive actions to bring an end to the Prohibited Behavior;
- The need for sanctions/responsive actions to prevent the future recurrence of the Prohibited Behavior;
- The impact on the parties and the BU Community; and/or
- Any other information deemed relevant by the Administrator.

The sanction(s) will be implemented as soon as is feasible. The sanctions described below are not exclusive of, and may be in addition to, other actions taken or sanctions imposed.

C. Range of Disciplinary Sanctions

A range of sanctions for a BU Community Member who engaged in Prohibited Behavior in violation of the Policy includes, but is not limited to:

- Verbal or Written Warning;
- Enhanced Supervision, Observation, or Review;
- Counseling;
- Training or Education Programs;
- Probation;
- Denial of Pay Increase/Pay Grade;
- Loss of Oversight or Supervisory Responsibility;
- Demotion;

- Transfer;
- Reassignment;
- Delay of Tenure Track Progress;
- Assignment to New Supervisor;
- Restriction of Stipends, Research, and/or Professional Development Resources;
- Suspension;
- Degree Withholding or Revocation (students); and/or
- Termination (employees) or expulsion (students).

In addition to or in place of the above Sanctions, BU may prescribe other responsive actions as deemed appropriate, including the continuation or modification of existing, or addition of new, Supportive Measures.

D. Failure to Comply with Sanctions/Supportive Measures

All Respondents are expected to comply with the Sanctions imposed within the timeframe specified by the resolution process. Failure to abide by the Sanction(s)/Supportive Measures imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional Sanction(s), including termination (employees) or expulsion (students) from BU. Administrators are expected to enforce completion of Sanctions/Supportive Measures.

XI. Appeals of Findings and Disciplinary Sanctions in Final Investigation Report and Final Report

An appeal is a request to review the outcome of an investigation or hearing conducted under these Procedures. Either party (Complainant or Respondent) may appeal the findings and any sanctions. Appeals are not a new investigation or a new hearing. They look only at specific grounds that could change the outcome of the investigation or hearing. The Investigator or Hearing Panel's determination as to whether a Respondent's conduct violated the Policy will be presumed to have been reached reasonably and appropriately, by a Preponderance of the Evidence.

Any appeal must be in writing via the [Appeal Request Form](#), and filed with EOO within seven (7) Days of the date of receipt of the Final Investigation Report. In rare cases, EOO may accept a late submission under extenuating circumstances.

A. Grounds for Appeal

An appeal of the findings or sanctions is available only on the following grounds:

- Insufficient evidence to support the Investigator's findings;
- The discovery of new, relevant evidence that was unavailable to the appealing party during the investigation or hearing that would change the outcome of the case;
- A procedural error or omission occurred that would change the outcome (e.g. substantiated bias or conflict of interest on the part of the Investigator or material deviation from established procedures); and/or,
- The Sanction is clearly disproportionate to the range of sanctions appropriate for the Policy violation.

B. Appeals Decision-Maker

The appeals decision-maker differs based on the identity of the Respondent. EOO will consult with the University Provost, Vice President of Human Resources, or Dean of Students to identify the appropriate appeal decision-maker, who will have not been involved in the originating investigation or hearing. Once the appeals decision-maker is determined, the EOO will direct the appeal to them for review and disposition.

C. Sharing Appeal with the Parties

When any Party requests an appeal, EOO will share the Appeal Request Form and any supporting documents provided by the appealing party with the other Party or other appropriate persons. The non-appealing Party may file a written response to the appeal within seven (7) Days of receipt. EOO will forward the response to the appeal decision-maker.

D. Initial Review of Appeal

When EOO receives an Appeal Request Form, EOO will confirm the request was timely submitted and meets the grounds for appeal allowed under these Procedures (see above). The TIXC/ED is responsible for completing this review. If the request is late or does not include a valid basis for appeal, the appeal may be dismissed. If the request meets these requirements, the appeal will move forward for full review by a designated Appeal Decision-Maker.

E. Full Review of Appeal

The following principles guide how appeals are handled:

- Decisions by the appeal decision-maker are to be deferential to the original decision, making changes only when there is clear error in the decision.
- Appeals are not intended to be full re-hearings of the allegation(s). Appeals are limited in scope and are confined to a review of the Final Investigation Report (and all appendices)

or Final Report (and all appendices), the transcript of the Hearing (if any), the appeal documents and other pertinent documentation regarding the grounds for appeal, and response to the appeal. The decision-maker may also consider any statements made during meetings with the Parties regarding the request or response to appeal.

- If an appeal is granted because of new evidence, the case will usually be sent back to the Investigator for rec Other appeals may also be sent back to the Investigator at the appeal decision-maker's discretion.
- In rare cases where a procedural error cannot be fixed by the original Investigator, the appeal decision-maker may recommend a new investigation or resolution process. If a new investigation occurs, either Party may appeal the results of the new investigation once, using the same grounds for appeal.
- If an appeal results in the Respondent being reinstated or regaining access to University programs or activities, the University will make every reasonable effort to restore their prior status. However, some opportunities lost during the process may not be recoverable.

The appeal decision-maker will typically review and conclude the appeal within thirty (30) Days of completing the pre-appeal exchange of materials. After reviewing the appeal, the appeal decision-maker will prepare a written decision that explains the outcome and the reasons for it. The appeal decision-maker will share their written decision with both Parties at the same time and a copy with the EOO for recordkeeping purposes. The written decision will include whether the original finding or sanction is upheld, changed, or sent back for further review, and will outline any next steps.

XII. Special Situations

BU retains the right to determine, in its sole discretion, if it will depart from these Procedures to address a report of Prohibited Behavior administratively. BU may do so, for example, when the safety of the community is at risk, the material facts are undisputed, there are extenuating circumstances involving either of the Parties, or the TIXC/ED, in consultation with appropriate administrators, determines, in their sole discretion, that it is in the best interest of BU and/or the community to do so. Without limiting the foregoing:

- If an investigation identifies possible violations of other BU policies, rules, or requirements, in addition to a potential violation of this Policy, the TIXC/ED will review the information and consult with appropriate University administrators. The Administrative Resolution Process may be used to address the additional violations, or the TIXC/ED may determine that they should be addressed separately.

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- If, following the receipt of an alleged violation of the Policy, the Complainant declines to participate in the investigation or resolution process, the TIXC/ED may decide, in their sole discretion, to administratively close the investigation at any point in the investigation or resolution process.

XIII. Prevention and Education

Boston University expects all BU Community Members to take reasonable and prudent actions to prevent or stop an act of discrimination, harassment, retaliation, or other conduct prohibited by the Policy. Actions may include direct intervention, calling law enforcement, or seeking assistance from a person in authority. Members of the BU Community who intervene to prevent or stop discrimination, harassment, retaliation, or other conduct prohibited by the Policy will be supported by the University and protected from retaliation. Read more about [SARP's education, awareness, and training program](#).

The University has an online training program for Employees and Students to assist them with:

- Recognizing Prohibited Behaviors;
- Understanding their obligations under the Policy;
- Responding to reports of Prohibited Behaviors; and,
- Ensuring they are aware of available on- and off-campus resources.

In addition, the Executive Director of Equal Opportunity, Title IX Coordinator, Deputy Title IX Coordinators, Investigators, Administrators, decision-makers, and any person who facilitates the Administrative Resolution Process under these Procedures receive training annually and promptly on hiring or a change in position that alters their Title IX duties in at least the following general areas:

- The definition of Prohibited Conduct;
- The scope of the University's Education Program and Activities;
- How to conduct an investigation and the University's Administrative Resolution process including investigations and appeals, and its Alternative Resolution Process, as described in these Procedures;
- How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias; and
- Issues of relevance to assist them in their preparation of Preliminary Investigation Reports, Final Investigation Reports, Hearing Reports, Sanction Reports, and Final Reports.

The University's training materials do not rely on sex or other stereotypes and promote impartial investigations and adjudication of Complaints. The training materials are available on the University's website here: <https://www.bu.edu/eoo/training/title-ix-participant-training-resources/>.

XIV. University Policies Applicable Prior to August 1, 2026

Complaints and Formal Complaints of Prohibited Behavior occurring prior to August 1, 2026, are addressed under the following policies and procedures. EOO may, in its discretion, apply these Procedures to Complaints arising under previous policies. Prior policies and procedures may be found on the EOO website, here: <https://www.bu.edu/eoo/about-us/policies-procedures/former-policies/>.

INTERIM HAZING PREVENTION POLICY

RESPONSIBLE OFFICES

Office of the Dean of Students, Office of the Senior Vice President Operations,
Office of the University Provost

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Purpose

The purpose of this policy is to set forth Boston University’s approach to preventing, reporting, and responding to Hazing and to ensure compliance with applicable laws, with the goal of creating a campus community that is safer and intolerant of Hazing.

Covered Parties

This Policy applies to all members of the Boston University community, including but not limited to students, staff, faculty, members of student groups, athletic teams, volunteers, and affiliates.

Defined Terms

Hazing

Hazing includes any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that (i) is committed in the course of an initiation or admission into, affiliation with, or as a condition for continued membership in

a student organization (e.g., a club, student government, athletic team, fraternity, or sorority), and (ii) endangers the mental or physical health or safety of a student, causes or creates a risk of injury, causes mental or physical fatigue or distress or discomfort above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), or embarrassment, ridicule, or intimidation, causes damage to or destruction of property, or which is a violation of University policy or any applicable law.

Non-exclusive examples of hazing include whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, causing, coercing, or otherwise inducing sleep deprivation or rest or extended isolation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity, causing, coercing, or otherwise inducing another person to consume food, liquid, beverage, alcohol, liquor, drugs, or other substances, causing, coercing, or otherwise inducing another person to perform sexual acts, any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct, branding, exposure to the weather, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of a person, or which subjects a person to extreme mental stress.

Note that this definition encompasses both the Massachusetts [\[1\]](#) and federal law [\[2\]](#) definitions of Hazing. By law, a person cannot consent to Hazing.

Hazing Violation

When a Covered Party or Student Organization is found to have committed Hazing.

Student Organization

Student Organizations are groups in which two or more of the members are students enrolled at Boston University, whether or not the organization is established or recognized by the institution. This includes organizations registered with the Student Activities Office, as well as Student Organizations that are not registered with the Student Activities Office, student groups, student teams, student organizations that are permitted by the institution to use its name or facilities, or are known by the institution to exist as an unaffiliated student group. Student Organizations at Boston University include, but are not limited to, the BU Band, all Boston University athletics teams, which includes varsity athletics and club sports programs and teams, fraternities, sororities, clubs, and student government, as examples.

University Policy

Boston University is committed to fostering a safe and respectful environment for our community, including students, staff, and faculty, to socialize, create networks, and enjoy common experiences. Community members should not be subject to Hazing in connection with their initiation in, affiliation with, or participation or membership in a group, club, opportunity, or student organization.

I. Hazing

Boston University strictly prohibits all forms of Hazing, and Hazing is also prohibited by Massachusetts and federal law. No **Covered Parties** shall engage in Hazing or be a participant in the Hazing.

II. Reporting Requirements

If a member of the University community knows that a student is being hazed, is directed by another to haze someone, witnesses an act of Hazing, or they are made aware of Hazing at or within the Boston University community, they are required to report it to the University.

Massachusetts law also provides that, if a person knows that another person is the victim of Hazing and is at the scene of such crime, they should report the crime to an appropriate law enforcement official as soon as reasonably practicable, to the extent they can do so without danger or peril to themselves or others. Failure to report a Hazing crime is punishable by a fine of up to \$1,000. [3]

- **A. Process for Reporting Hazing**

- 1. **Emergency Reporting**

- If the Hazing is life-threatening, dangerous, violent, or otherwise poses risk of harm, immediately:

- Contact the [Boston University Police Department](#) at 617-353-2121 if you are on campus; or
 - Call 911 or local law enforcement authorities if you are off campus.

After fulfilling the Emergency Reporting obligations outlined above, you must also report the same incident of Hazing using the confidential [online Hazing report form](#) administered through the Office of the Dean of Students.

The Office of the Dean of Students must know about every incident of Hazing so that they may coordinate the University's response and ensure the behavior is addressed appropriately.

- 2. **Non-Emergency Reporting**

- For Hazing that does not constitute an emergency, please use the confidential [online Hazing report form](#) administered through the Office of the Dean of Students. Your report can be anonymous.

III. Notice Requirements

- **A. Student Organizations**

- Boston University offices or departments, including but not limited to the Student Activities Office, the Athletics Department, the Department of Physical Education, Recreation and Dance (PERD) have developed the following notice procedures in accordance with the Massachusetts Hazing law [4]:

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- i. At the time of registration, or on an annual basis, the president or leadership of each student organization shall receive a copy of the law and will be required to sign a statement acknowledging that they have received such copy of the law, that they shall distribute a copy of this law to every member, plebe, pledge, or applicant for membership of the student organization, and that the student organization understands and agrees to comply with the provisions of this law.
 - ii. This statement will be kept in the student organization's permanent file in the corresponding responsible office.
 - iii. The responsible office shall provide copies of the law to each student organization when (1) the student organization registers for the year, and (2) throughout the year as necessary to ensure that the organization can comply with its responsibilities under Massachusetts law.

IV. Investigations

The University office or offices responsible for investigating incidents of Hazing will depend upon the individual or individuals involved, and whether they are students, staff, faculty, or other Boston University community members. However, in general, the University Office responsible for Disciplinary Action (as identified in Section VI of this Policy) is the Office primarily responsible for investigation of the Hazing, and they would follow the investigation procedures followed by their office.

- **A. Hazing Involving Students**

- For incidents of Hazing involving students, the Office of the Dean of Students or a designee will investigate in accordance with the procedures outlined in the Code of Student Responsibilities.

- **B. Hazing Involving Staff**

- For incidents of Hazing involving staff, the Office of the Dean of Students will forward the report to Human Resources for investigation. Staff conduct is governed by the policies outlined in the [Employee Handbook](#).

- **C. Hazing Involving Faculty**

- For incidents of Hazing involving faculty, the Office of the Dean of Students will forward the report to the University Provost for investigation.
- Faculty conduct is governed by the policies outlined in the Employee Handbook and [Faculty Handbook](#).

For any incidents of Hazing that may involve criminal conduct, the Boston University Police Department will be notified as appropriate so they may investigate the matter.

V. Publishing Incidents of Hazing

▪ A. Campus Hazing Transparency Report

- Boston University will publish findings of Hazing Violations committed by an established or recognized University Student Organization in a Campus Hazing Transparency Report starting on December 23, 2025, for the period beginning July 1, 2025, and updated bi-annually thereafter. Bi-annual updates will only be made to the report when new Hazing Violations have occurred. The report will be published on a Boston University website. [\[5\]](#)
- The Office of the Dean of Students coordinates the publishing of this report.

i. Information Published in the Report

For each incident where an established or recognized Student Organization was found to have committed a Hazing Violation, the report will include details of that incident, including the name of the organization, the date(s) of the Hazing Violation, and a description of the violation. The report will not include Personally Identifiable Information (PII), in accordance with the Family Educational Rights and Privacy Act.

▪ B. Clery Annual Security Report

- Beginning on October 1, 2026, the University will include statistics about Hazing in its Annual Security Report. [\[6\]](#)

▪ C. Annual Report with the Massachusetts Board of Higher Education

- The University is required to file a report with the Massachusetts Board of Higher Education annually certifying that the institution has complied with the requirement “to inform student groups, teams or organizations and to notify each full time student enrolled” about the Massachusetts Hazing Laws §§ 17-18, and also certifying that the institution has a disciplinary policy to address incidents of Hazing. [\[7\]](#)
- The Dean of Students is responsible for completing this certification.

VI. Disciplinary Action

Covered Parties and Student Organizations that have been found to have violated this Policy may be subject to disciplinary action by the University.

- **A. Disciplinary Process**

- i. Students**

- Allegations against students, as defined in the Code of Student Responsibilities, will be adjudicated through the Office of the Dean of Students or a designee.

- ii. Organizations**

- Allegations against varsity athletics and club sports programs and teams, fraternities, sororities, clubs, student government, and other student groups will be adjudicated by the departments with responsibility over the organization, in consultation with the Dean of Students. Student Organizations or Clubs registered with the University that are found in violation of this Policy may have their University recognition withdrawn and/or be subject to disciplinary action.

- iii. Faculty and Staff**

- Faculty and staff will be subject to the process for discipline or sanction by their Dean, Office of Human Resources, or other University department or official, as appropriate, in accordance with any applicable policies or collective bargaining agreements.

- iv. Others, including Non-Affiliates**

- Incidents of Hazing involving Others, including non-affiliates, that involve includes criminal conduct may be addressed via the Boston University Police Department or another law enforcement agency. The University may take other appropriate action, as necessary. Others and non-affiliates include but are not limited to alumni, those who serve as advisors to the Student Organizations but who are not current Boston University staff or faculty, and non-affiliates of the University.

VII. Recordkeeping

Records related to compliance with this Policy must be retained for 5 calendar years.[\[8\]](#)

[1] M.G.L. c. 269, §§ 17

[2] Stop Campus Hazing Act, Public Law 118-173, enacted December 23, 2024.

[3] M.G.L. c. 269, §§ 18.

[4] M.G.L. c. 269, §§ 19.

[5] This bi-annual report must be completed pursuant to the Federal Stop Campus Hazing Act. ***Stop Campus Hazing Act, Public Law 118-173, enacted December 23, 2024.***

[6] This Clery reporting is a requirement pursuant to the Federal Stop Campus Hazing Act. ***Stop Campus Hazing Act, Public Law 118-173, enacted December 23, 2024.***

[7] M.G.L. c. 269, §§ 19.

[8] This record retention requirement comes from the Federal Stop Campus Hazing Act. ***Stop Campus Hazing Act, Public Law 118-173, enacted December 23, 2024.***

Additional Resources Regarding This Policy

Related Policies

[Student Lifebook Hazing Prevention and Reporting Policy](#), [Lifebook](#), Boston University Office of the Dean of Students

[Student Code of Responsibilities](#), [Boston University Office of the Dean of Students](#)

[Employee Handbook – Human Resources Policies Manual](#), [Human Resources](#)

[Faculty Handbook](#), Office of the Provost

[President’s Statement of Commitment to Ethical Conduct](#)

Memorandums and Related Resources

Provost Memorandum, [Implementation of New Interim University-wide Hazing Policy](#), Issued by Gloria Waters, University Provost and Chief Academic Officer and Jason Campbell-Foster, Dean of Students, July 11, 2025. The July 11, 2025 Memorandum is also available on the [Office of the Dean of Students Website](#).

BU Websites and Information

[Faculty & Staff Assistance Office](#)

Forms

[Report Hazing Now](#), Form to Report Incidents of Hazing

SEX OFFENDER REGISTRATION

The sex offender registers maintained by British police are not accessible by the public. For more information, see: <https://www.askthe.police.uk/>

CRIME STATISTICS

The figures listed in the Boston University Study Abroad London Campus Crime Statistics table reflect crimes reported to have occurred on Boston University's London campus, as well as in on-campus student housing and public property within or immediately adjacent to and accessible from campus or on-campus student housing and represent the calendar years 2022, 2023 and 2024. The crime statistics are prepared by the Boston University Police Department Crime Analysis & Statistics Unit in conjunction with Boston University Study Abroad. Crimes are recorded in the year in which they were reported.

Boston University London Campus Crime Statistics

Boston University London Campus												
Crimes	Total			On Campus			**On Campus Residential			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder & Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Forcible Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	1	0	0	1	0	0	1	0	0	0	0
Liquor Law Violations - Arrest	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations - Referred	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations - Arrest	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations - Referred	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violations - Arrest	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Violations - Referred	0	0	0	0	0	0	0	0	0	0	0	0

Unfounded crimes: 2023 = 0 | 2024 = 0 | 2025 = 0 Hate Crimes: 2023 = 0 | 2024 = 0 | 2025 = 0

Hazing Incident: 2023 = n/a* | 2024 = n/a* | 2025 = 0

* Hazing Incidents included beginning 2025 | ** On Campus Residential is subset of On Campus Residential

Metropolitan Police Website: <https://www.met.police.uk/area/your-area/>

Crime statistics for the other University campuses are available in the Boston University Annual Safety Report, including crime statistics: www.bu.edu/safety/about/annual-security-reports/

Copies of this report are available by calling the Office of the Chief of Police at 617-353-5362.

IMPORTANT CONTACT INFORMATION

Emergency and On-Site London Assistance

Police, fire, or ambulance emergency: 999

Metropolitan Police non-emergency: 101

London Program Office: +44 (0) 207 244 2900

Residential Life on call: +44 (0) 777 5566 392

Crofton Residence 24-hour front desk: +44 (0) 207 590 7000

International SOS 24-hour security or medical assistance: 215-942-8478

Boston University Police Department

Emergency: 617-353-2121 | non-emergency: 617-353-2110 | bupolice@bu.edu | www.bu.edu/police

London Program and Global Programs

Bex Morrison, Director: bexm@bu.edu

Caroline Walker, Deputy Director & Academic Director: cewalker@bu.edu

Phil Cable, Senior Associate Director Student Support and Operations: pcable@bu.edu

Boston University Study Abroad: 617-353-9888, Monday-Friday, 9 a.m.-5 p.m. ET | 617-594-3215 after hours and weekends

Kevin Kugel, Associate Director, Health, Safety and Security: 617-353-5401 office | 254-319-4980 mobile

Julliet Mayinja, Director of Operations, Study Abroad: 617-358-5133 office | 857-218-8738 mobile

Health, Counseling, Advocacy, and Confidential Resources

Boston University Student Health Services: 617-353-3575 | www.bu.edu/shs

Counseling & Psychiatric Services urgent mental-health needs: 617-353-3569

Survivor Advocacy Response & Prevention Center: 617-353-7277 | sarp@bu.edu | www.bu.edu/sarp

Marsh Chapel: 617-353-3560 | chapel@bu.edu | www.bu.edu/chapel

Office of the Ombuds: 617-358-5890 Charles River Campus | 617-638-7645 Medical Campus | www.bu.edu/ombuds

Other Boston University Resources

Dean of Students: 617-353-4126 | dos@bu.edu | www.bu.edu/dos

University Service Center: 617-358-1818 | usc@bu.edu | www.bu.edu/usc

Disability & Access Services: 617-353-3658 | access@bu.edu

Equal Opportunity / Title IX: www.bu.edu/eoo

Appendix A

Included below is information about University programming and initiatives intended to increase the University community's knowledge and to prevent violence and promote safety, including bystander intervention awareness and other prevention programs intended to prevent dating violence, domestic violence, sexual assault, and stalking.

Program Name/Description	Type	Frequency	Target
Undergraduate Student Orientation			
The University's summer and winter orientation programs for approximately 4,600 incoming undergraduate students emphasize crime prevention, personal responsibility, and safety, health, and well-being. Representatives from Student Health Services, Student Wellbeing, OSCCR, and the Boston University Police discuss strategies for keeping the newest members of the BU community healthy and safe.	Orientation covers a wide array of topics summarized below.	Annually to New Students	Students (incoming first-year and transfer students)
▪ Orientation/Student Well-Being— Student Health Services			
The Student Health Services presentation and online Blackboard course module introduce incoming students to the variety of clinical services and prevention programs available to support students' physical and mental health. In addition, students learn about their incoming health requirements (e.g., insurance, immunizations, and online prevention training), as well as the University's Good Samaritan Policy for substance-related emergencies.	substance misuse prevention, prosocial bystander, recovery support, looking out for one another.	Summer and Winter Orientation	Students (incoming first-year and transfer students)
▪ Orientation/Overview of Policies & Title IX— OSCCR			
The Office of Student Conduct and Conflict Resolution (OSCCR) presentation outlines expectations for student behavior, consequences for misconduct, and key University policies (e.g., alcohol, drugs, threats, nonacademic physical violence and interpersonal conflict, hazing, guests, and weapons. Additionally, OSCCR provides a brief review of support services and reporting options for sexual harassment and sexual misconduct, both on and off campus.	primary rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking prevention and awareness/ crime prevention/ substance misuse prevention	Annually to New Students	Students (incoming first-year and transfer students)
▪ Orientation/Boston University Police (BUPD)— Crime Prevention Tips			
This presentation by the Deputy Chief provides an overview of various programs, services, and reporting options offered by BUPD, including the Rape Aggression Defense program, blue light phones, the University's emergency notification system, Instagram, and X.	campus security procedures and practices/looking out for one another	Annually to New Students	Students (incoming first-year and transfer students)

Graduate Student Orientations			
Graduate and professional school orientations are held each year. These sessions provide information on crime prevention, health services, recovery support, looking out for their fellow students, and sexual assault prevention. Some of the programs are described below:		Annually	Students (incoming graduate and professional students)
▪ Graduate Orientations—Sexual Misconduct Information Sessions			
At each of the graduate and professional school orientations, the University's Title IX Coordinator or designee discusses Title IX, sexual misconduct, and the University's policies and resources.	sexual misconduct/campus security procedures and practices	Annually	Students
▪ Graduate Orientation—Crime Prevention Tips			
BUPD or Public Safety personnel presents personal crime prevention strategies to students both on and off campus. Students are encouraged to "see something, say something," to look out for their fellow students, and to pay close attention to BU Alert messages sent to notify them about crime and emergency situations.	campus security procedures and practices/crime prevention	Annually	Students
Student Health Services Health Promotion & Prevention Programs			
▪ AlcoholEdu for College Training			
This online training is designed to educate students about the effects of risky alcohol and other drug use for themselves and the BU community. The training is evidence-based, confidential, and non-judgmental. It's also a key part of Boston University's comprehensive substance use prevention program. All incoming undergraduate students are required to complete this training as part of University Compliance.	Alcohol education, substance misuse prevention, prosocial bystander, recovery support, encourage students to look out for one another	Start of fall, spring, and summer semesters; one-time requirement for students	Students (incoming first-year undergraduate students and undergraduate transfer students—mandated)
▪ AlcoholEdu for Sanctions Training			
Students who violate campus alcohol policies (as outlined in the Lifebook) may be required to complete this training. This online training is designed to help students evaluate their current choices related to alcohol and make informed decisions.	alcohol education, substance misuse prevention	Ongoing	Students (mandated)
▪ Online Cannabis Education Training			
Students who violate campus cannabis policies (as outlined in the Lifebook) may be required to complete this training. This online training focuses on the effects of cannabis and the harms related to use. The training is also available to all BU students via their Kerberos password.	marijuana education, substance misuse prevention, looking out for one another	Ongoing	Students (mandated)

▪ Boston University Recovery Community			
The mission of the Boston University Recovery Community is to provide a safe and welcoming community where students in recovery from substance use are empowered to advance their academic, personal, and professional potentials.	recovery support	Ongoing	Students in Recovery
▪ Alcohol Prevention Training for Student Organizations			
This customized alcohol education program is offered to student organizations. Topics covered: strategies for safer party hosting; support for students who don't drink; signs of alcohol emergencies and how to get help; and BU policies around helping students who've had too much to drink.	alcohol education, substance misuse prevention, looking out for one another	Upon Request	Students
▪ Marathon Monday Watch Party			
A substance-free Boston Marathon "watch party" is sponsored by the Student Leadership & Impact Center (SLIC). Students are offered free water, snacks, and BU swag as they cheer on the runners.	substance-free programming, substance misuse prevention, looking out for one another	Annually	Students
▪ Alcohol Safety Materials			
Health Promotion & Prevention (SHS) provides educational materials for students including blood alcohol concentration (BAC) charts, standard drink measuring cups, and information on the BU Good Samaritan Policy Campaign and campus resources.	alcohol education, substance misuse prevention, looking out for one another	Ongoing	Students/ Resident Assistants
▪ Good Samaritan Policy Campaign			
This awareness initiative promotes the BU Good Samaritan Policy, which encourages students to seek help in case of an alcohol or drug emergency. The policy is promoted through in-person and online alcohol education trainings, and digital and print promotion during times of high-risk drinking, such as the start of the school year through Halloween.	looking out for one another	Ongoing	Students
▪ Student Ambassadors			
Student Health Services, Health Promotion & Prevention, and SARP each train Student Ambassadors as peer educators. They help develop, deliver, and evaluate outreach programs on campus related to mental health, sleep, substance use, sexual health, interpersonal violence prevention, and healthy relationships. Ambassadors also engage in weekly learning and professional development to deepen their knowledge, and ambassadors also advise on interpersonal violence and learn skills for communicating and preventing interpersonal violence.	substance education, students in distress, sexual violence prevention, looking out for one another	Ongoing	Students

▪ Condom Fairy			
This program provides an inclusive menu of safer sex supplies, educational materials on topics such as STI testing and consent, and other free resources to students.	promote positive and healthy behaviors; seek to change behavior and social norms; consent education	Ongoing	Students
BASICS			
BASICS (Brief Alcohol Screening & Intervention for College Students) is a program provided to students who experience a hospital transport for alcohol or cannabis use. BASICS is a confidential and non-judgmental program where students can talk with an SHS member about their substance use, receive personalized feedback, and discuss strategies to help them achieve their goals.	drug and alcohol education, substance misuse prevention, recovery support	Ongoing	Students (mandated)
▪ eCheck Up to Go			
eCheck Up to Go is an online tool that gives students personalized feedback about their alcohol, cannabis, or prescription drug use.	drug and alcohol education, substance misuse prevention	Ongoing	Students
FY (First Year) 101			
FY101 is a unique, seminar-style course that provides the opportunity to explore issues relevant to new undergraduate students at Boston University. Health Promotion & Prevention teaches FY101 Peer Mentors to lead an interactive module & conversation with their FY101 class about alcohol use.	drug and alcohol education, including substance misuse and sexual misconduct prevention modules	Ongoing	Students
Resident Assistant Training			
Resident Assistants are trained on how to effectively respond to crisis situations they may encounter in their duties. Sessions include how to recognize suicidal ideation and recognize and prevent sexual violence. Resident Assistants are also educated in our alcohol and drug policies and response procedures and how to communicate these community expectations to their peers. Resident Assistants are considered mandated crime reporters, so they are trained as Campus Security Authorities by the Boston University Police Department. Graduate Resident Assistants complete Sexual Misconduct and Title IX training delivered by the University's Equal Opportunity Office and clinicians from the Survivor Advocacy, Response & Prevention Center. This includes trauma-informed techniques and how to refer students to appropriate services. All new staff undergo Protection of Minors training. In addition to these sessions, Resident Assistants learn about our extensive offering of campus resources, while learning and practicing techniques to build and engage their community in all facets of campus life.	substance education, students in distress, sexual violence prevention, looking out for one another, student engagement, policies and procedures, civility	Annually	Students (RAs and GRAs) and ORL Staff

Sexual Misconduct & Gender-Based Harassment Resource Guide			
The University widely distributes an informational brochure entitled “Sexual Misconduct Resource Guide” to students and employees throughout campus. It provides awareness of these issues and helpful resources to contact if needed. The University also widely distributes an informational handout explaining both on- and off-campus resources for student survivors of sexual misconduct. This includes a description of confidential versus non-confidential resources, and how to make both a criminal and University complaint. Printable versions of these brochures are located on the EOO website: https://www.bu.edu/eoo/conflict-management/resources/confidential-resources/	ongoing rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking prevention and awareness	Ongoing	Students, Faculty & Staff
Sexual Misconduct Educational Materials			
Equal Opportunity Office prepares and disseminates informational materials regarding how to report sexual misconduct, reporting obligations, consent, sexual harassment, and confidential resources. EEO makes additional materials available online at https://www.bu.edu/eoo/conflict-management/resources/	sexual misconduct response and prevention	Ongoing	Students, Faculty & Staff
New Employee Orientation			
At new employee orientation, new Boston University employees are directed to review the University's policies and procedures and are required to confirm in writing that they have read the Equal Opportunity and Sexual Misconduct policies.	primary rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking prevention awareness and reporting responsibilities	Upon Hire	Faculty & Staff
Faculty & Staff Assistance Office Programs			
The BU Faculty & Staff Assistance Office offers free, confidential consultation and counseling to Boston University employees who may be experiencing difficulties that affect their personal lives or work. This office helps BU faculty and staff and their families with a range of issues, including alcohol and drug abuse, stress, depression, relationship and family concerns, sexual misconduct, harassment, interpersonal violence, abuse, suicide, work issues, anger management, and referral to community resources. The FSAO offers programs throughout the year that contribute to employee wellness and well-being.	drug or alcohol abuse/domestic violence/stress and depression	Ongoing	Faculty & Staff

Student Health Services Survivor Advocacy, Response & Prevention			
▪ SARP Clinical Services			
SARP offers free, confidential services to students who have experienced trauma, including sexual misconduct. Services include a 24-hour crisis line answered by licensed clinicians to support survivors who are at risk of violence or those who have been a victim of violence. Also offered are advocacy and accompaniment through safety planning, medical care, and reporting. Finally, licensed clinicians also provide individual and group counseling services. Groups include those for survivors of sexual violence, those in unhealthy relationships, and graduate students who have experienced trauma. SARP equips student leaders with the appropriate skills to respond to sexual misconduct within their student groups through postvention programs and student-leader-specific training.	sexual misconduct	Ongoing	Students
▪ Trauma Response Groups			
SARP clinicians provide free groups for survivors of trauma, including sexual misconduct. Students can learn basic concepts of trauma, including common reactions. Clinicians review the impact trauma has on the brain, particularly the activation of fight, flight, freeze, and fawn. Coping skills are introduced and discussed.	sexual misconduct response and prevention	Annually, Spring and Fall Semesters	Students
▪ Sexual Assault Awareness Month			
The BU community observes Sexual Assault Awareness Month, an annual nationwide campaign that highlights the importance of public awareness of sexual assault and prevention. Campus events have included discussions, student-led survivor vigils, panels, and much more.	ongoing rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking prevention and awareness	Annually April	Students
▪ Educational Programming Concerning Sexual Health			
Educational workshops and programs occur throughout the year, with a focus on promoting healthy sexual relationships, understanding consent in a sexual context, interpersonal violence, and sexual health.	ongoing rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking prevention and awareness	Multiple Events Each Semester/ Online	Students
▪ PhD Mentor Workshop			
A series of activities designed to help BU faculty PhD mentors appropriately use their power as leaders by giving them the tools to create an environment that is safer for students and free of harassment.	gender harassment, workplace culture, power dynamics	Spring Semester	Students

▪ Bystander Intervention and Bystander Intervention Booster			
Bystander Intervention is an interactive training session to raise awareness about sexual assault and what we as members of the BU community can do to help prevent it. The bystander training is a requirement for incoming student-athletes.	ongoing rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking prevention and awareness / looking out for one another	Multiple Events Each Semester	Students
▪ Graduate Assistance and Graduate Student Interns			
Graduate students from all disciplines receive training to help deepen their knowledge on issues related to health, wellness, and interpersonal violence to prevent negative outcomes and increase community engagement and wellbeing. GAs and interns facilitate training, plan activities, and complete tasks that enhance service delivery.	domestic violence, dating violence, sexual assault, and stalking prevention and awareness	Ongoing	Graduate students
▪ This Dating Life			
This Dating Life is a program that educates participants on the key components of a healthy relationship, how to have healthy boundaries and how to identify signs of unhealthy and abusive relationships. Participants will walk away from the program feeling more empowered to be able to identify when a relationship is healthy, unhealthy or abusive. The training also provides the participants with resources and tools on how to get help.	identify and prevent sexual and relationship violence and stalking; promote positive and healthy behaviors; encourage safe bystander intervention; seek to change behavior and social norms; explain Title IX; provide state and federal laws; explain reporting options and resources; provide institutional policies	Ongoing	Students
▪ One Love: Behind The Post			
Behind the Post is your go-to workshop for educating about digital consent and social media. The training helps students identify healthy, unhealthy, and abusive relationship dynamics. Through this training students will also gain skills and identify resources for supporting themselves and peers who are navigating unhealthy or abusive relationships.	identify and prevent relationship violence and stalking; promote positive and healthy behaviors; encourage safe bystander intervention; seek to change behavior and social norms	Ongoing	Students
▪ Interrupt!			
Interrupt is an interactive training designed to help graduate students identify opportunities, and build the skills, to interrupt sexual misconduct. In this 75-minute training, participants will: ▪ Develop a shared understanding of sexual misconduct ▪ Think through a step-by-step framework to help identify interruption opportunities ▪ Apply interruption strategies to realistic scenarios where sexual misconduct is directed either at yourself or others ▪ Identify sexual misconduct response and prevention resources	identify and prevent sexual and relationship violence and stalking; promote positive and healthy behaviors; encourage safe bystander intervention; seek to change behavior and social norms; explain Title IX; provide state and federal laws; explain reporting options and resources; provide institutional policies	Ongoing	Students

▪ Yes! Consent & Sex-Positivity			
This program is a sex-positivity and consent training derived from Sexual Health Advocate Al Vernacchio's TED Talk and curriculum. This training is an opportunity for college-aged participants to discuss the impact of the messages they have received about sex, challenge the unhealthy ones they have received, and replace them with messages centered on sex-positivity and consent.	identify and prevent sexual and relationship violence and stalking; promote positive and healthy behaviors; encourage safe bystander intervention; seek to change behavior and social norms; explain Title IX; provide state and federal laws; explain reporting options and resources; provide institutional policies	Ongoing	Students
▪ Leading for Change			
A training program by the Boston University Survivor Advocacy, Response & Prevention (SARP) and the Office of Health Promotion & Prevention (HPP). This group-level intervention targets student group leaders (e.g., executive board members, team captains, and Greek leadership). The goal is to give leaders tools to foster a healthy internal group culture. A core facet of the program is changing group norms to prevent sexual misconduct and substance misuse. Leading for Change is a requirement by the Student Activities Office for recognized student organizations accepting funding from the Allocations Board. Each organization must send at least one person with allocation responsibilities to a training session.	leadership development, violence prevention, hazing prevention	Ongoing	Students
▪ Violence Prevention and Repair: A Program for Close-knit Communities			
A group-level intervention that addresses the impact of sexual misconduct (including sexual harassment) enacted by a member of a close-knit community (e.g., sports team, student-run organization, or research lab).	violence prevention	Ongoing	Students
▪ Domestic Violence Awareness Month			
DVAM educates students on the realities of domestic violence through statistics, trainings, and events. Through social media, students can participate in quizzes that test their knowledge about this topic. Events and activities center the experience of generally marginalized survivors, specifically LGBTQIA+ folks, people of color, and male survivors.	ongoing rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking prevention and awareness	Yearly, October	Students
Rape Aggression Defense (RAD)			
For members of the Boston University community who wish to physically protect themselves against rape and other forms of violence. The 16-hour or the 20-hour course is taught by certified BUPD RAD instructors. The program trains participants in basic self-defense and offers them viable options when confronted with various threats of violence.	ongoing rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking prevention and awareness	Multiple Classes Each Semester	Students, Faculty & Staff

Domestic and Dating Violence Prevention			
The Boston University Police Department provides a full range of services addressing domestic and dating violence issues, including obtaining restraining orders, safety planning, and criminal prosecution.	ongoing rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking prevention and awareness	Ongoing/Upon Request	Students, Faculty & Staff
Equal Opportunity Office Training			
The Equal Opportunity Office (EOO) offers customized, personalized training to employees and campus partners. The training provides an overview of the University's Sexual Misconduct Policy and accompanying Procedures. Participants learn how to identify prohibited discriminatory or harassing behavior and respond with care to community members. The EOO explains reporting options and the effects of each option, and how to refer to on- and off-campus providers for counseling, medical, and advocacy services. Participants learn how BU provides school- or work-based supportive measures, BU's disciplinary process, the legal process through local law enforcement agencies, rights to obtain a protection order, a BU No Contact Directive, and No Trespass Order.	primary and awareness	Upon Request	Employees, Student-employees
Sexual Misconduct Harassment and Discrimination Prevention Training—Staff and Faculty			
Staff and faculty are required to take an online training module. This training discusses an employee's rights and responsibilities and helps build skills to safely intervene in situations that may lead to sexual violence. It also reviews resources and support services for sexual misconduct. This training is just one important part of the University's efforts to promote a culture of respect and prevent interpersonal violence.	harassment, discrimination, Title IX and Clery compliance, and sexual and interpersonal violence awareness and prevention in a higher education setting; recognizing, reporting, and preventing sexual misconduct to maintain a safe campus community; and examples on handling workplace situations and developing non-discriminatory practices	Ongoing and New Staff upon hire	All Staff
Sexual Misconduct Prevention Training—Students			
All incoming, and second-year returning, students are required to complete Sexual Misconduct Prevention Training as part of their University Compliance. These trainings discuss students' rights and responsibilities, provide important information and tools to help them safely intervene in situations that may lead to interpersonal violence, and introduce available resources and support services. Students who have concerns about completing training due to its content can request a confidential waiver through Student Health Services.	identify and prevent sexual and relationship violence and stalking; promote positive and healthy behaviors; encourage safe bystander intervention; seek to change behavior and social norms; explain Title IX; provide state and federal laws; explain reporting options and resources; provide institutional policies	Start of fall, spring, and summer semesters; one-time requirement for students	All incoming Students (undergraduate, graduate and non-degree)

Sexual Misconduct Prevention Training—Student-Athletes			
All varsity student-athletes are required to annually complete a leadership-focused Sexual Misconduct Prevention Training as part of NCAA Compliance. This training teaches student-athletes information and skills to help safely intervene in situations that may lead to sexual violence. It also discusses students' rights, responsibilities, and the Student-Athlete Code of Conduct as it relates to sexual misconduct.	identify and prevent sexual and relationship violence and stalking; promote positive and healthy behaviors; encourage safe bystander intervention; seek to change behavior and social norms; explain Title IX; provide state and federal laws; explain reporting options and resources; provide institutional policies	Start of Fall and Spring semesters; annual requirement for varsity student-athletes	All Varsity student-athletes (mandated)
Sexual Misconduct Training in the Workplace			
In addition to the online training, the University's Title IX Coordinator and Executive Director of the Equal Opportunity Office, and other members of the University's Title IX team, provide a variety of training and educational programming concerning sexual misconduct upon request. Participants learn to recognize sexual misconduct in the workplace and how to appropriately report and manage complaints.	sexual misconduct training	Ongoing/Upon Request	Faculty & Staff
Sexual Misconduct Awareness for Graduate Students			
The University's Title IX Coordinator, and other members of the Title IX team, provide a variety of training and educational programming for graduate students upon request. Participants learn about the types of sexual misconduct, their rights to report and address sexual misconduct, and the University's policies, procedures and resources. Graduate students who are also University employees (e.g., TFs, TAs) learn about their reporting responsibilities and how to refer students who report or disclose concerns to them to the appropriate resources.	sexual misconduct training	Ongoing/Upon Request	Graduate Students
Prevention of Sexual Assault and Harassment (DOD)			
At the beginning of each academic year, each ROTC class conducts a session on the prevention of sexual assault and harassment using programming provided by the Department of Defense. In addition, the Army ROTC program requires freshmen cadets to review a two-hour video training session on the prevention of sexual assault and harassment at the beginning of each academic year. Equal Employment Opportunity conducts an in-person Title IX class for cadets at the beginning of every academic year.	ongoing rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking prevention and awareness	Annually	Students (ROTC)

Non-Trivial Trivia (NTT) Residence Hall Activity			
NTT introduces students to relationships topics such as conflict, breakups, abuse, and healthy relationships. Through participation in trivia, students learn more about SARP as a resource and different ways to address issues that arise in relationships.	Dating violence	Spring Semester	Students
The Common Thread Podcast			
The Thurman Center, a division of the Office of the Dean of Students, is committed to preserving the legacy of Dr. Howard Thurman by breaking barriers of divisiveness and building community. The <i>Common Thread</i> podcast explores a variety of issues, including sexuality, sexual health, and University resources concerning sexual misconduct.	ongoing rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking prevention and awareness	Online/Ongoing	Students, Faculty & Staff
Town Hall Meetings			
Held periodically, town hall meetings give students an opportunity to meet with the Chief of Police & Executive Director of Public Safety and the Dean of Students to discuss safety and security on campus. Town hall meetings are announced on the Police Department website.	crime prevention programs	Periodically	Students, Faculty & Staff
Safety Fest			
Safety, Security & Preparedness sponsors Safety Fest each fall semester. Held at the George Sherman Union on the Charles River Campus and the Talbot Green for the Medical Campus, Safety Fest includes RAD demonstrations, computer and bicycle registration, and emergency preparedness giveaways, and provides information and resources on various safety issues, including emergency preparedness on campus. This annual event aims to engage the BU community in proactive safety measures and foster a culture of preparedness.	crime prevention programs	Annually (Fall)	Students, Faculty & Staff
Group Meetings			
Members of the Boston University Police Department meet regularly with student groups, including fraternities and sororities, to foster good relations and to discuss safety issues or any topics that may come up.	crime prevention programs	Ongoing	Students
Informational and Educational Materials			
The Boston University Police Department prepares and disseminates information about safety and crime prevention, including tips for safety in the dorms and suggestions for steps to take if you are the victim of a crime. The Public Safety Department prepares and disseminates a variety of informational brochures providing general guidance for safety and crime prevention, including bicycle theft, "street sense," and identity theft.	crime prevention programs	Ongoing	Students, Faculty & Staff

Public Safety Meet & Greet: Medical Student Residence			
An evening of pizza and public safety presentations welcoming new and returning medical students to the Medical Student Residence facility. The Department of Public Safety, Boston University Police, Boston Police, and Transit Police are all represented and engage students in conversation about personal safety, campus security procedures, reporting crimes, and the importance of looking out for one another in the busy urban environment of the Medical Campus.	campus security procedures and practices	Annually	Students (MED)
SAFE Training			
SAFE is an on-demand informational video and training to inform the BU community about the comprehensive support provided by the Boston University Police Department (BUPD) in the event of an active threat. It also aims to empower the community with tips and resources to keep themselves and each other prepared and as safe as possible. These videos are intended to augment our already extensive planning and training around active threats. They describe our public safety response and the way we will quickly provide communication to our community.	campus security procedures and practices	Ongoing	Students, Faculty & Staff
Terriers Connect - Suicide Prevention Training Program			
Terriers Connect, offered through Student Health Services, is an in-person training program that teaches members of the Boston University community to identify signs of distress, develop effective skills for communicating with and supporting students, and provide accurate information about referrals to mental health professionals.	suicide prevention, looking out for one another	Ongoing and Upon Request	Faculty, Staff & Students

APPENDIX B Selected Massachusetts State Definitions

In accordance with the Violence Against Women Reauthorization Act of 2013, the University has provided below the definitions under Massachusetts law of sexual assault, domestic violence, dating violence, stalking and consent.

Please note that the state law definitions may differ from the definitions in the University's Sexual Misconduct Policy, which applies to the University's internal processing of complaints.

Domestic Violence and Dating Violence

Massachusetts does not have one state definition of domestic or dating violence. A person suffering abuse from a family or household member may seek a restraining order. Abuse includes: attempting to cause or causing physical harm; placing another in fear of imminent serious physical harm; or causing another to engage involuntarily in sexual relations by force, threat, or duress. Mass. G. L. ch. 209A. Coercive control includes a pattern of behavior intended to threaten, intimidate, harass, isolate, control, coerce, or compel compliance of a family or household member that causes that family or household member to reasonably fear physical harm or have a reduced sense of physical safety or autonomy.

The term "family or household members" includes persons who: (a) are or were married to one another; (b) are or were residing together in the same household; (c) are or were related by blood or marriage; (d) having a child in common regardless of whether they have ever married or lived together; or (e) are or have been in a substantive dating or engagement relationship, which shall be adjudged by district, probate or Boston municipal courts in consideration of the following factors: (1) the length of time of the relationship; (2) the type of relationship; (3) the frequency of interaction between the parties; and (4) if the relationship has been terminated by either person, the length of time elapsed since the termination of the relationship. Mass. G. L. ch. 209A.

Stalking

Under Massachusetts law, a person who (1) willfully and maliciously engages in a knowing pattern of conduct or series of acts over a period of time directed at a specific person which seriously alarms or annoys that person and would cause a reasonable person to suffer substantial emotional distress, and (2) makes a threat with the intent to place the person in imminent fear of death or bodily injury, shall be guilty of the crime of stalking. Mass. G. L. ch. 265, Section 43. The conduct may include threats made by electronic communications such as email, text messages, Instant message and the like.

Massachusetts also prohibits criminal harassment. Under Massachusetts law, a person who willfully and maliciously engages in a knowing pattern of conduct or series of acts over a period of time directed at a specific person, which seriously alarms that person and would cause a reasonable person to suffer substantial emotional distress, shall be guilty of the crime of criminal harassment. Mass. G. L. ch. 265, Section 43A. The conduct may include communications by electronic means, including email, text messages, instant messages and the like.

Sexual Assault

Massachusetts does not specifically define sexual assault but rather uses the terms rape and indecent assault and battery. Rape is defined as having sexual intercourse or unnatural sexual intercourse with a person and compelling such person to submit by force and against his or her will or compelling such person to submit by threat of bodily injury. Mass. G. L. ch. 265, Section 22.

Massachusetts law also prohibits indecent assault and battery, which includes the intentionally having physical contact of a sexual nature with another person, such as the indecent touching of another person's private parts. Mass. G. L. ch. 265, Section 13H.

Consent

The term consent is not specifically defined by Massachusetts law. However, Massachusetts law provides that children under 16 can never give consent. Mass. G. L. ch. 265, Section 13B. Persons that are incapacitated or intoxicated, asleep, or mentally impaired also can never give consent.

APPENDIX B Selected England and Wales Law Definitions

The following summarizes the law applicable in London concerning domestic abuse, dating violence, stalking, sexual assault, and consent for the University's Clery Act prevention disclosures. These legal descriptions may differ from the definitions in the University's Sexual Misconduct Policy, which governs its internal processes.

ENGLAND AND WALES

CRIME	DEFINITION	REFERENCE
Domestic Abuse	The Domestic Abuse Act defines abuse between two people aged 16 or over who are personally connected. Abusive behavior includes physical or sexual abuse; violent or threatening behavior; controlling or coercive behavior; economic abuse; and psychological, emotional, or other abuse. It may be a single incident or a course of conduct. "Personally connected" includes current or former spouses or civil partners, current or former intimate partners, certain parental relationships, relatives, and persons who agreed to marry or enter a civil partnership. A child under 18 who sees, hears, or experiences its effects and is related to either person is also recognized as a victim under the Act. The separate controlling or coercive behavior offense requires repeated or continuous behavior and additional statutory elements.	Domestic Abuse Act 2021, §§ 1–3; Serious Crime Act 2015, § 76
Dating Violence	English law has no separate statutory offense named "dating violence." Abuse between people who are or have been in an intimate personal relationship can fall within the Domestic Abuse Act definition when its age and other requirements are met. Particular acts may also constitute criminal offenses.	Domestic Abuse Act 2021, §§ 1–2
Stalking	Stalking is a course of conduct amounting to harassment that the person knows or ought to know amounts to harassment, where the acts or omissions are associated with stalking. Examples include following, contacting, publishing material about a person, monitoring electronic communications, loitering, interfering with property, and watching or spying. A course of conduct concerning one person generally requires at least two occasions. A separate aggravated offense applies when stalking causes fear of violence on at least two occasions or serious alarm or distress with a substantial adverse effect on usual day-to-day activities, together with the required knowledge or objective standard.	Protection from Harassment Act 1997, §§ 1, 2A, 4A, 7
Sexual Assault	The Sexual Offences Act defines rape as intentional penile penetration of another person's vagina, anus, or mouth without consent and without a reasonable belief in consent. Assault by penetration concerns intentional sexual penetration of another person's vagina or anus with a body part or anything else, with the same consent elements. Sexual assault involves intentional sexual touching without consent and without reasonable belief in consent. The Act also prohibits intentionally causing another person to engage in sexual activity without consent. Whether belief in consent was reasonable is assessed in all the circumstances, including steps taken to ascertain consent.	Sexual Offences Act 2003, §§ 1–4
Consent	A person consents if the person agrees by choice and has the freedom and capacity to make that choice. Intoxication may affect capacity; its effect depends on the circumstances. Sections 75 and 76 establish evidential and conclusive presumptions in specified circumstances, including certain violence or threats, unlawful detention, sleep or unconsciousness, inability to communicate because of physical disability, administration of a substance without consent, and specified deception or impersonation.	Sexual Offences Act 2003, §§ 74–76