

# Curry College

## Sexual and Gender-Based Harassment & Discrimination

### TITLE IX

Title IX prohibits acts of harassment and sexual misconduct as outlined in the Curry College Handbook. The College is committed to the fair enforcement of these policies and fair treatment for victims. To ensure this is done, the College has a Title IX Coordinator. Our Title IX Coordinator is available to serve as a resource should you have any questions, concerns, or you are in need of support.

**Interim Title IX Coordinator**  
Elizabeth Canning  
(617) 979-3516  
Elizabeth.canning@curry.edu

**Deputy Title IX Coordinator & Assistant Dean of Students**  
Marshall Lancey  
(617) 333-2365  
Marshall.lancey@gmail.com

#### Confidential On-Campus Resources

**Rachael Cina**  
Sexual Violence Prevention  
(617) 333-2956

**Health Services**  
(617) 333-3532

**Counseling Center**  
(617) 333-2182

### Commitment to Non-Discrimination

Curry College is committed to fostering a diverse and inclusive community that is conducive to each community member's academic and personal pursuits. The College's Harassment, Discrimination, and Sexual Misconduct Policy and Title IX Policy Prohibiting Sexual Harassment and Discrimination reflect our commitment to these goals. The policy can be found in its entirety in the [Student Handbook](#).

### Discrimination

Curry College is committed to providing equal opportunity in employment and education to all employees, students, and applicants. No employee, student or applicant shall be discriminated against or harassed on the basis of race, religion, color, sex, age, ethnic or national origin or ancestry, veteran status, physical or mental disability, pregnancy, sexual orientation, gender identity or expression, genetic information, veteran or military status, membership in Uniformed Services, or any category protected by applicable state and federal laws. Similarly, Curry College is committed to making its programs and campus accessible to its visitors and compliant with all applicable non-discrimination laws.

### Sex Discrimination

Sex discrimination is prohibited by Title IX and other federal and state laws and will not be tolerated by the College in any form. Prohibited sex discrimination includes sexual harassment, sexual violence and other forms of sexual misconduct.

### It is important for all students to understand:

- Both women and men can be victims of, or commit sexual assault or sexual harassment
- What is sexual misconduct
- What is sexual harassment
- What is consent
- Curry College's policy regarding these actions
- How to report a complaint or obtain more information
- Survivors' rights and resources
- Sexual misconduct and sexual harassment are considered sex discrimination and are prohibited under federal and state laws including Title IX

The full policy regarding Sexual and Gender-Based Harassment and Discrimination can be found in the Student Handbook.

### Other On-Campus Resources

**Public Safety**  
(617) 333-2222

**Dean of Students Office**  
(617) 333-2289

**Title IX Coordinator**  
(617) 979-3516

**Human Resources**  
(617) 333-2013

**CD on Duty**  
(617) 333-2222

**Spiritual Life**  
(617) 333-3532

### Confidential Off-Campus Resources

**Boston Area Rape Crisis Center**  
(617) 492-RAPE (7273)

**Norfolk County Sexual Assault Hotline**  
(617) 333-2289

**A New Day Emergency Hotline**  
(508) 588-8255

**National Sexual Assault Hotline**  
1-800-656-HOPE (4673)

### Other Off-Campus Resources

**Milton Police**  
(617) 698-3800

**Beth Israel Deaconess Medical Center**  
(617) 694-4601

### **What Is Sexual Misconduct?**

Sexual Misconduct is any type of sexual contact or activity that occurs without the consent of both parties. Examples of sexual misconduct include, but are not limited to:

- Touching another's body without consent
- Having sexual contact with someone who is incapacitated from alcohol or drug usage. Continuing with sexual activity after either party has shown verbally or by their behavior that they do not want to continue the with physical contact.
- Displaying any behavior that might be considered sexually offensive, some examples are:
  - Exposing one's genitals
  - Public urination
  - "Flashing" or "Mooning"
- Deliberate watching of others for sexual purposes without their consent.
  - Spying, peeping or voyeurism
  - Using hidden recording devices or webcams Stalking
- Taking or posting photographs, videos, or images of a sexual nature without consent.
  - Posting includes but is not limited to texting (or sexting), emailing, and blogging.
  - Consent to take a photograph, video, or image does not grant consent to post the photograph, video, or image.
- Possession or distribution of illegal pornography.

### **Residential or Academic Accommodations**

To receive residential or academic accommodations to help you feel comfortable and safe on campus, you can contact:

Elizabeth Canning  
**Interim Title IX Coordinator**  
(617) 979-3516

Erik Murrisepp  
**Vice President for Student Affairs & Dean of Students**  
(617) 333-2289

Marshall Lancey  
**Deputy Title IX Coordinator & Assistant Dean of Students**  
(617) 333-2365

Marcie Harrington  
**Director of Residence Life & Housing**  
(617) 617-2947

**Sexual Harassment is unwelcome conduct (statements, actions, behavior) that is sexual. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:**

Submission to or rejection of any of the advances, requests, or conduct is made a term or condition of the individual's academic advancement, participation in College programs or activities or used as a basis for academic decisions affecting that individual. Sexual harassment occurs when the terms or conditions are clearly defined or implied. Examples of this type of sexual harassment are:

- Participation in a club or on a team is offered (or implied) in exchange for sexual favors, for allowing harassment to continue, or for not reporting harassment.
- A higher grade is offered (or implied) in exchange for sexual favors, allowing harassment to continue, or not reporting harassment.
- Help with your academic success is offered in any form (changing grades, extra help, tutoring...) in exchange for sexual favors, allowing harassment to continue, or not reporting harassment.
- By rejecting someone's sexual advance or conduct your grade is negatively affected.
- By rejecting someone's sexual advance or conduct you are prevented from participating in normally offered programs or help for your academic success including; tutoring, academic success programs, extra help from professors...
- By rejecting someone's sexual advance or conduct you are not included in a club or on a team.

**Sexual harassment interferes with an individual's academic advancement, participation in College programs or activities or used as a basis for academic decisions affecting that individual. Examples of this type of sexual harassment are:**

- Your academic success is prevented because of someone's actions towards you or actions that you witnessed.
- You don't feel comfortable attending a class or utilizing any services because of someone's actions toward you or actions that you have witnessed.
- Your grades were affected because of someone's actions towards you or actions that you witnessed.
- You don't feel comfortable participating in a club or on a team because of someone's actions towards you or that you witnessed.

**Examples of sexual harassment include, but are not limited to:**

- Repeated sexual flirtations, sexual advances or a proposition that is offensive to the person being flirted with, advanced on, or propositioned.
- Verbal abuse or sexual innuendos (sexually related speech) that is continued or repeated.
- Uninvited or unwanted contact such as touching, hugging, patting, pinching
- Unwanted or offensive verbal comments about someone's body or sexual terms used to describe an individual.
- Open display of a sexually suggestive objects or pictures if someone finds them offensive, such as; objects in the shape of male or female genitals or breasts, unclothed blowup dolls, pornographic pictures, jokes of a sexual nature that people find offensive, unwanted prolonged staring or leering at a person

**If you feel like you have been sexually harassed: do not blame yourself, report the harassment, and utilize any and all of the college's resources.**

## Intimate Partner Violence

Physical violence, coercion, threats, intimidation, isolation, stalking, or other forms of emotional, sexual or economic abuse is prohibited, including but not limited to those directed towards an intimate partner. Such violence can be a single act or a pattern of behavior. Intimate partner relationships are defined as short or long-term relationships (current or former) between persons intended to provide some emotional and/or romantic physical intimacy.

Domestic violence and dating violence may also constitute forms of intimate partner violence and are prohibited by the College. Dating violence includes violence by a person who has been in a social relationship of a romantic or intimate nature with the complaining party. The existence of such relationship is determined by its length, its type, and frequency of interaction of persons involved in the relationship.

Domestic violence includes acts that may constitute violent misdemeanor and felony offenses committed by the victim's current or former spouse, cohabitant, or a person with whom he or she shares a child (as well as a person similarly protected under applicable domestic or family violence laws).

## Stalking

Stalking is defined as a course of conduct directed at a specific person whether that person is a total stranger, acquaintance, current or former intimate partner, or anyone else that would cause a reasonable person to fear for her or his safety, for the safety of a third person, or to suffer substantial emotional distress. Such behavior is prohibited. Stalking behaviors include, but are not limited to repeatedly pursuing, following, waiting, or appearing uninvited at or near a residence, workplace, classroom, or other places frequented by the person, surveillance or other types of observation, including but not limited to staring or watching an individual without their consent (which may be referred to as "peeping") and repeated unwanted communication, including, but not limited to, face-to-face communication, telephone calls, voice messages, e-mails, text messages, written letters, gifts, or any other communications that are not welcomed by the recipient of the communication.

## CONSENT

Consent is an understandable exchange of words or actions that shows a willingness to participate in mutually agreed upon sexual touching or sexual penetration. Consent means that everyone involved understands what they are giving permission to (what they are agreeing to), the likely consequences, and that they have the option of saying no. It also means they are able to make those decisions because they are not incapacitated by drugs or alcohol.

- For consent to be given freely you must have the right and ability to say yes or no to the sexual contact at any point, without threat of consequences or harm.
  - Consent cannot be given by minors, those who are unconscious, unaware or otherwise physically helpless.
  - Consent as a result of coercion, intimidation, threat of force or direct force is not effective consent.
- Alcohol or drugs can impair one's ability to give consent.
  - One's personal use of alcohol or drugs does not lessen a student's responsibility to obtain consent.
- Never imply or assume that you have given or received consent, even in the context of a relationship.
  - Just because you are in a relationship does not mean that you have permission to have sex with your partner.
  - Past consent to sexual activity does not imply future ongoing consent.

## What To Do If You May Have Experienced a Sexual Assault

**GET TO A SAFE PLACE AS SOON AS YOU CAN.** Contact someone you can trust. **If you are in immediate danger, dial 617-333-2222 for Public Safety and/or ambulance assistance or dial 911.**

As a confidential service, Counseling Services can help you decide if you want to report what happened to the police. Counseling Services will not report any information they receive to the College or Police.

- You may be unsure if you want to pursue criminal charges after a sexual assault. If you think you may ever want the chance it is advisable to **TRY TO PRESERVE ALL PHYSICAL EVIDENCE**. If at all possible:
  - Do not shower, bathe, douche, or brush your teeth.
  - If you do change clothes, it is best to put all clothing that you were wearing at the time of the assault in a paper, not plastic, bag.
- **GET MEDICAL ATTENTION IMMEDIATELY for:**
  - Possible external and internal injuries, STI's, and pregnancy.
  - Evidence collection can be done at this time, **whether or not you choose to tell the police.**
  - If you suspect that you may have been given a "rape drug", ask the hospital or clinic where you receive medical care to take a urine sample. "Rape drugs", such as Rohypnol (roofies) and GHB, are more likely to be detected in urine than in blood.
  - **It is your right to get immediate medical attention whether or not you report the assault.**
- If you can, write down everything you remember about the assault, or have a friend write it down for you.
- The Title IX Coordinator is also available for any student who thinks they may have been a victim of any form of sexual misconduct, sexual assault or harassment.
- **Know that sexual assault is never the survivor's fault.**

## Bias-Related Harassment

Bias-Related Harassment, which includes but is not limited to, conduct whether verbal, written, electronic, physical or otherwise that is motivated by bias toward an individual or group based on actual or perceived race, color, religion, national origin, gender, gender identity, sexual orientation, disability, age, or other characterization protected by applicable law of the individual or group is prohibited by the College and by federal and state law.

## Retaliation

Retaliation against any individual for i) reporting, in good faith, acts of discrimination or harassment, ii) participating in a complaint resolution process, or iii) providing information related to a report of discrimination or harassment, is strictly prohibited by federal and state laws and regulations and will not be tolerated. Retaliatory acts constitute a violation of the law and this Policy and may include, but are not limited to, intimidating, threatening, or taking adverse actions against an individual for attempting to or bringing forward a good faith complaint of discrimination or harassment, for participating in a complaint resolution process, or providing information related to a report of discrimination or harassment. Engaging in retaliatory acts, including the continuation or recurrence of harassment or discrimination (directly or through a third party), may constitute a violation of law and this Policy and will result in disciplinary action. The College's investigation of reported acts of retaliation shall proceed independent of the College's investigation of the related report(s) of discrimination or harassment.

## Hate Crimes

The College defines hate crimes, in accordance with Massachusetts General Laws Chapter 22C, Section 32 as "any criminal act coupled with overt actions motivated by bigotry and bias including, but not limited to, a threatened, attempted or completed overt act motivated at least in part by racial, religious, ethnic, handicap, gender, gender identity or sexual orientation prejudice, or which otherwise deprives another person of his constitutional rights by threats, intimidation or coercion, or which seek to interfere with or disrupt a person's exercise of constitutional rights through harassment or intimidation."

## Curry Can Call

Curry College is committed to creating and maintaining a community that fosters the health and safety of every student, as well as personal responsibility and decision making. If a student is experiencing an alcohol or drug related emergency, the health and wellness of that student is the most important concern. Curry College encourages students to call for help for themselves or on behalf of others when they witness or are made aware of such an emergency.

### How to File a Complaint with the College

**Students are encouraged to report any incidents of sexual misconduct immediately** by contacting any of the following offices:

- Interim Title IX Coordinator, Elizabeth Canning, 617-979- 3516
- Assistant Dean of Students and Deputy Title IX Coordinator, Marshall Lancey, 617-333-2365
- Vice President for Student Affairs, Erik Murrisepp, 617-333-2289
- Office of Public Safety, 617-333-2222
- Human Resources, 617- 333-2013

The College will investigate allegations of sexual misconduct in a prompt, equitable, and impartial manner. The College may take interim action, as appropriate, to address the safety and protection of the College community. The College may determine that the allegations of sexual misconduct will be investigated and resolved outside of the procedures described in the Sexual and Gender-Based Harassment and Discrimination Policy. If the determination is that the case will go through the student conduct process, both the victim and the accused will be notified and have the opportunity to meet with the Conduct Officer one on one. The College will never require a victim to come together with the accused student and can include a "No Contact Order".

When a student experiences and reports sexual misconduct, they may feel as if they have lost control over their lives and their safety. The College will make every effort to help survivors regain their sense of control and safety. If you choose not to immediately report sexual misconduct to the College or police, you are encouraged to speak with a confidential resource such as the Counseling Center.