



Sexual Misconduct ♦ Policy and Resources

Full Policy on Sexual Harassment and Sexual Misconduct

The full policy regarding sexual harassment and sexual misconduct, as well as the judicial process associated with the policy, can be found in the Curry College [Student Handbook](#).

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Commitment to Non-Discrimination

Curry College has a commitment to the safety and well-being of our students which is reflected through our policy on Sexual Harassment and Misconduct.

Sexual harassment, sexual violence and other forms of sexual misconduct will not be tolerated on campus.

All students can play an important role in the prevention and education related to student sexual harassment and sexual assault. Sexual misconduct is a problem across the country. More than one in four (25%) college age women having report surviving sexual assault or attempted assault in their lives. Increased student awareness, taking action to report, and College wide prevention and education efforts can make a positive difference.

It is important to know that:

- ✓ Both women and men can be victims of sexual assault or sexual harassment
- ✓ Sexual assault or sexual harassment may be committed by a woman or a man
- ✓ Survivors have rights and resources are available on campus

All students should understand:

- 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

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 harassment and sexual misconduct can be found in the [Student Handbook](#).

Being a survivor of sexual assault or sexual harassment can be very difficult. The College has resources available to students to help them understand their options and rights as a victim. **The College encourages victims to report all incidents, but understands that victims may want to confidentially explore their options through [Counseling Center](#) first.**



Title IX

Title IX prohibits acts of sexual misconduct and harassment as outlined in the Curry College [Student 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.



Susan Pennini

Title IX Coordinator

King Academic Administrative
Building, 55 Atherton
spennini@curry.edu
617-333-2165

If you have questions, or you feel unsure and think you may be a victim of sexual misconduct the College has resources to help!
[Click here.](#)



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 **impaired from alcohol or drug usage**. Someone whose decision-making ability is compromised cannot give consent!
- Continuing with sexual activity after either party has shown verbally or by their behavior that they do not want to continue with the physical contact.
- Displaying any behavior that might be considered sexually offensive. Some examples are: exposing one's genitals, public urination, "flashing", and "mooning".
- Deliberate watching of others for sexual purposes without their consent. Some examples are: spying, peeping and 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.

What is Sexual Harassment?

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:

- 1) 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; or
- 2) The conduct interferes with an individual's academic advancement, participation in College programs or activities or used as a basis for academic decisions affecting that individual.



On-Campus Resources

[Public Safety](#)

Located next to
Mayflower Residence Hall
(617) 333-2222

On campus, a blue light emergency call box will immediately connect you to the Public Safety dispatcher.

Dean of Students Office

65B Atherton
(617) 333-2289

[Review College's Student Conduct Policy and Sexual Harassment and Sexual Misconduct policies for students.](#)

[Title IX Coordinator](#)

(617) 333-2165

Human Resources

King Academic and Administrative
Building, 55 Atherton
(617) 333-2263

RD on Duty

(617) 333-2222

[Health Services](#)

Smith House, 940 Brush Hill Rd
(617) 333-2182

Spiritual Life

(617) 333-3532

***Confidential Resources**

[*Counseling Center](#)

Smith House,
940 Brush Hill Road
(617) 333-2182

Sexual harassment occurs when terms or conditions are clearly defined or if they are implied. Examples of this type of 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...) in exchange for sexual favors, allowing harassment to continue, or not reporting harassment.
- By rejecting someone's sexual advance or conduct you are prevented from participating in normally offered programs or from receiving help for your academic success including; tutoring, academic success programs, extra help from professors.....
- By rejecting someone's sexual advance or conduct your grade is negatively affected.

Other examples of sexual harassment include, but are not limited to:

- You don't feel comfortable attending a class or utilizing a service because of someone's actions toward you or because of someone's 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
- 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; or unwanted or offensive verbal comments about someone's body or sexual terms used to describe an individual.
- Uninvited or unwanted contact such as touching, hugging, patting, or pinching.
- Open display of a sexually suggestive objects or pictures if someone finds them offensive. Some examples are: unclothed blowup dolls, pornographic pictures, jokes of a sexual nature, 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](#).



Off-Campus Resources

***Boston Area Rape Crisis Center**

(617) 492-RAPE (7273)

***Norfolk County Sexual Assault Hotline**

(781) 326-1111

***A New Day Emergency Hotline**

(508) 588-8255

***National Sexual Assault Hotline**

1-800-656-HOPE (4673)

Beth Israel Deaconess Medical Center for Violence Prevention and Recovery

(617) 696-4601

Milton Police Department
40 Highland Street, Milton
(617) 698 3800 or **dial 911**

***Confidential Resources**

Residential or Academic Accommodations

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

Maryellen Kiley

Dean of Students
(617) 333-2289

Erik Muurisep

Director of Residence Life
(617) 333-2252

Lynn Zlotkowski

Academic Success Coordinator
(617) 333-2279

Public Safety

(617) 333-2232

What is 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 that 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.

If a person engages in sexual intercourse with another person knowing that the person is under the influence of alcohol or drugs, even if the person remains conscious and does not object, sexual intercourse may be considered sexual assault because their ability to resist or consent has been taken away by the use of alcohol or other drugs. 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.

Retaliation

Retaliation is an act of **revenge, punishment or payback in response to a complaint**, cooperating in an investigation or refusing to give in to someone's sexual advances or sexual misconduct.

Victims may feel reluctant to report due to concerns over retaliation. Therefore, the College takes steps to prevent retaliation and to prevent recurrence of any harassment or misconduct. Retaliation against any individual for making a complaint, assisting in an investigation, or refusing to give in to someone's sexual advances is prohibited by the Curry College Sexual Harassment and Sexual Misconduct policy, federal laws (including Title IX) and state laws. Engaging in retaliatory acts (directly or through someone else) is a violation of the Curry College Sexual Harassment and Sexual Misconduct Policy and can result in suspension. Any retaliation or threats should be reported.



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 dial 911 for ambulance assistance.

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.

Know that sexual assault is never the [survivor's](#) fault.

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:

- [Title IX Coordinator](#), Susan Pennini, 617-333- 2165
- [Dean of Students](#), Maryellen Kiley, 617-333-2289
- Office of [Public Safety](#), 617-333-2222
- Human Resources, 617- 333-2263

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 Harassment and Sexual Misconduct 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 [Curry's Counseling Services](#).**

College staff and faculty are here to help! For questions about the College's policy on sexual harassment and sexual misconduct, please contact:

- **Dean of Students, Maryellen Kiley at (617) 333-2289**
- **Title IX Coordinator, Susan Pennini (617) 333-2165**

AWARENESS ♦ RESPONSIBILITY ♦ PREVENTION
RESPECT ♦ COMMUNITY

Curry College's complete listing of policies and procedures are available on the portal, and on the college website, or by clicking the following links:

[Full Employment Policy with Definitions](#) or [Student Policy with Definitions](#)