



Annual Campus Safety and Security Report 2023



INCLUDES CRIME AND FIRE STATISTICS FOR CALENDER YEARS

2020, 2021 and 2022

Published September 2023

A Message from the Director of Public Safety

Greetings,

Regis College is a leading Catholic university in Greater Boston with over 3,000 diverse undergraduate, graduate and doctoral students in the arts, sciences and health professions devoted to engagement, service and advancement in a global community. Regis College's main campus is located within the Town of Weston Massachusetts, 12 miles from Boston. Metropolitan Boston presents unlimited opportunities to experience the advantages of life in a world class vibrant region.

Although close to a major urban area, Regis maintains a safe campus where we all work collaboratively to create an environment that is free of fear and disorder, and to provide a civil and open environment that fosters learning and mutual respect. A truly safe campus is achieved through close partnerships and cooperation among students, faculty and staff.

The members of the Regis College Police Department are dedicated to the Regis College Community and to the principles of Community Policing. Our mission is to enhance the overall quality of life at Regis and to foster a safe, secure campus for the entire community to enjoy. Protecting our students, faculty and staff is our top priority. Through our patrols and activities, we maintain a high-profile on campus and work constantly to deter crime and the opportunities for it.

The information provided in this pamphlet is designed to inform, advise, and alert the campus community of the crime statistics for the most recent three years, as well as describe our current programs, policies and procedures related to crime prevention, crime awareness, and crime reporting at Regis College.

Please feel free to contact the Regis College Police Department located at 235 Wellesley Street, Weston, Massachusetts 02493, College Hall Administration Building, Room 102 should you have any questions or concerns. Our professional staff are here to serve and assist our community.

We look forward to welcoming you to our campus.

Sincerely,

Craig W. Davis

Director of Public Safety / Chief of Police

On Campus Numbers

Campus Police/Safety.....781 768-7111

Campus Emergency..... 781 768-7777

Campus Police Email.... safety@regiscollege.edu

Campus Fire Safety.....safety@regiscollege.edu

Health Services.....781 768-7290

Student Affairs.....781 768-7050

Residence Life781 768-7452

Campus Ministry..... 781 768-7027

Guardian- (Regis' third-party online reporting system)

<https://regiscollege.guardianconduct.com/incident-reporting>

Other Area Numbers

Weston Police..... 781 786-6200

Weston Fire.....781 786-6101

Emergency Police, Fire, EMS..... 911

Alcoholics Anonymous.....617 426-9444

**Newton/Wellesley Hospital
Chemical Dependency Program
617 243-6006**

Boston Area Rape Crisis Center...800-841-8371

Domestic Violence Hotline.....800-799-7233

CALL2TALK.....Dial 9-8-8
mental health/emotional support

MA Behavioral Health Help Line 833 773-2445
24 hour mental health/substance abuse help

"See Something, Say Something"

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INTRODUCTION

The 1999 Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act requires educational institutions participating in student financial aid programs under Title IV of the Higher Education Act of 1965 to prepare and distribute an Annual Security Report by October 1st each year. The report includes safety policies and procedures, and provides statistics for the three previous calendar years concerning certain crimes that were reported on campus, in certain off-campus buildings or property owned, leased, or controlled by the College, and in public property within or immediately adjacent to campus. The report also includes information to comply with the Campus Sexual Violence Elimination (SaVE) Act of 2013. The SaVE Act requires: information on sexual violence prevention programs on campus, identifying the institution's Campus Security Authorities, ensuring the college has operating procedures for handling incidents of sexual violence, and expanding sexual crime reporting on campus. In compliance with the Higher Education Opportunity Act of 2008, Regis College, as a residential campus, prepares an Annual Fire Safety Report with information on required fire safety policies and fire related statistics for student residential facilities. Regis College combines both the Annual Security Report and the Annual Fire Safety Report into one report, the Annual Campus Safety Report.

PREPARATION OF THE ANNUAL SECURITY REPORT

The Regis College Police Department prepares this report to comply with the Jeanne Clery Disclosure of Campus Security and Crime Statistics Act using information maintained by the Regis College Police Department, information provided by other campus offices such as Student Affairs, Residence Life, Campus Security Authorities, and information provided by the Weston Police Department and other local law enforcement agencies.

Regis Police distributes a notice of the availability of this Annual Security Report by October 1st of each year to every member of the campus community. Anyone, including prospective students and employees, may obtain a paper copy of this report by contacting the Regis Police or view it online at:

<https://www.regiscollege.edu/about-regis/public-safety-and-resources/regis-college-police-department/annual-clery-safety-report>

REGIS COLLEGE POLICE

The Regis Police Department, located in College Hall Room 102 is open 24 hours per day, 365 days a year. Officers proactively and visibly patrol throughout the campus in marked police vehicles and on foot. The members of the department are committed to maintaining a safe environment through fair and impartial public safety services to all people we serve. A truly safe campus can only be achieved through the cooperation of the entire campus community. The Regis Police provide a comprehensive program of police, security, crime prevention, fire safety, parking control and related public safety services to help ensure that the College community remains a safe and pleasant place in which to study, live and work.

Although Regis Police are responsible for enforcing the laws of the Commonwealth of Massachusetts, they are also charged with ensuring compliance with relevant college policies and rules, including traffic and parking regulations.

LAW ENFORCEMENT AUTHORITY AND INTER-AGENCY RELATIONSHIPS

The Regis College Police have full powers of arrest on all property owned or maintained by Regis College. Regis College Police Officers derive their authority under the provisions of Massachusetts General Laws Chapter 22C Section 63. The Regis College Police Department maintains a close working relationship with the Weston Police Department, Weston Fire Department, Massachusetts State Police, Waltham District Court, Middlesex County District Attorney's Office, Middlesex Sheriff's Office, area college and university police agencies, federal law enforcement agencies and all appropriate elements of the criminal justice system. Crime and safety related information, reports and statistics are routinely exchanged with these agencies.

REGIS POLICE EDUCATION AND TRAINING

All Regis College Police Officers are graduates of a police academy conducted by the Massachusetts Police Training Committee (MPTC). Recruit Training Academies consist of in-depth training in all aspects of police procedures and operations. Only after graduating from the academy do Regis College Police Officers receive their police powers and authority from both the Massachusetts State Police and the Massachusetts Peace Officers Standards and Training Commission (POST). Immediately following academy graduation, officers receive additional field training under the close supervision of an experienced senior officer/supervisor. All Regis College Police Officers continue their training and education by attending annual in-service training programs. Additionally, Regis Police officers frequently attend in-depth specialized training programs covering a wide variety of topics such as crime prevention, the investigation of sexual assaults, bias-motivated crime, response to mental health crisis, as well as other subjects which enhance the ability of the Regis College Police to provide comprehensive public safety services.

EMERGENCY MEDICAL SERVICES

All campus medical emergencies are responded to by Regis College Police Officers who are certified Medical First Aid Responders. Fully-equipped emergency medical supply kits including Nasal Naloxone and automatic external defibrillators (AED) are carried in college police vehicles.

Additional AEDs are installed at various campus buildings. Weston Fire Department/ EMS may also respond when appropriate.

REPORTING CRIMES AND EMERGENCIES

Members of the Regis College community are encouraged to report crimes, suspicious activity or emergencies to the Regis Police immediately. Calls are answered 24-hours a day by trained Dispatchers at the Regis Police office. The emergency telephone number is (781) 768-7777 or dial ext. 7777. For routine business, the telephone number is (781) 768-7111 or dial ext. 7111. Both phone lines are recorded.

Additionally, Regis College operates emergency telephones throughout campus which are visibly identified by a blue light. These phones connect directly with the Regis Police Department and can be used to call for emergencies, to report crimes, or to request police assistance.

The Regis College Police maintains direct contact with the Weston Police and Fire Departments, ensuring prompt assistance and support from these agencies when needed.

OFF CAMPUS CRIME REPORTING

There are no off campus Regis College student organizations or off-campus student housing.

CAMPUS SECURITY AUTHORITIES

Incidents and crimes may also be reported to employees designated as Campus Security Authorities.

"Campus Security Authorities" ("CSAs") are required to report non-identifying campus crime statistics to the Campus Police. "Campus Security Authorities," as specified by the Clery Act, include Security and Law Enforcement Officers, Dean of Students, Athletic Coaches, Residence Life staff, overseers and advisors to student clubs and organizations, and other campus officials who have "significant responsibility for student and campus activities," such as, but not limited to, student housing, student discipline and campus judicial proceedings. However, Pastoral Counselors and Professional Counselors acting according to their license or profession are not CSA's and are exempt from the reporting requirement while working within the scope of a license or certification.

Individuals serving Regis College as Campus Security Authorities include:

- Student Housing officials: (781)768-7452 or ext. 7452
- Judicial Affairs & discipline: (781)768-7455 or ext. 7455
- Athletic Director & team coaches: (781)768-7143 or ext. 7143
- Student Health Center Director: (781)768-7290 or ext. 7290
- Residence Life Staff: (781)768-7452 or ext. 7452
- Title IX Coordinator: (781)-768-7369 or ext. 7369
- Director of Human Resources (for employees) at ext. 7212.

All Campus Security Authorities receive specialized training related to their Clery Act reporting responsibilities. The Title IX specific training material can be found online at:

<https://www.regiscollege.edu/about-regis/public-safety-and-resources/title-ix-resources>

PASTORAL AND PROFESSIONAL COUNSELORS

If students wish to speak about an incident confidentially they are encouraged to seek counsel with their pastoral counselors and/or professional counselors who, acting according to the license or profession, are exempt from reporting to the police while working within the scope of their license or certification.

DAILY LOGS AND DAILY CRIME LOGS

The Regis College Police Department maintains a Daily Log in addition to a Crime Log. The Crime Log does not include personal identifying information and only includes the date, time, nature of each crime that was reported on Regis geography, and a disposition. The Daily Log is a broader chronological listing that includes the above information in addition to other generalized incidents on campus that are reported to and/or initiated by the Regis Police Department. Regis Police maintain both electronic and hard copy versions of each of these logs that are available for review in the Regis Police Office.

SECURITY OF CAMPUS FACILITIES

All roads leading into and around the Regis campus is private property. Access to the campus during the evening is restricted through the main gate only. The exterior doors of academic buildings are locked following the last class each evening. Security cameras are located throughout campus and are monitored by campus police staff.

All campus parking areas, grounds and buildings are patrolled 24 hours a day, 7 days a week by Regis Police personnel.

SECURITY OF RESIDENTIAL BUILDINGS

Residence halls remain locked 24 hours a day and are not open to the public. Access is permitted to residents only by an electronic access control system. Security personnel also monitor admittance to the residence halls at various times during the week throughout each semester. Guests and visitors must be accompanied by their student host, present a photo ID to the security personnel and be signed in through a visitor management software system.

Residence halls are equipped with intrusion alarms on all exterior doors to detect if any of these doors have been opened without authorization or propped open. These alarms are monitored at the Regis Police Department and officers are dispatched to investigate each alarm. Security cameras have been installed in the foyer of residential buildings to video record those entering and leaving the residences. The security cameras are monitored by Regis Police and are recorded for future viewing if needed.

The front doors serve as the only entrance to the residence hall except in emergency situations. Propping of any exterior door is strictly prohibited. Individuals may be fined and face judicial sanctions if found using alternate egresses, including emergency doors, windows, and side entryways.

Safety within the residence halls is a priority for the entire campus community and all community members have a responsibility to assist in maintaining the security of the hall. Regis College community members are expected to notify Regis College Police, the Resident Area Coordinator or the Resident Assistant of any doors or windows that are not functioning properly. Regis College Community members should contact Regis College Police or a member of the Residence Life Staff if they see anyone in the halls who does not belong there.

SECURITY CONSIDERATIONS IN THE MAINTENANCE OF CAMPUS FACILITIES

The College maintains a very strong commitment to campus safety and security. Exterior lighting is an important part of this commitment. Parking areas, pedestrian walkways and building exteriors are well illuminated. Surveys of exterior lighting on campus are conducted regularly by the Regis College Police and Facilities staff. High priority is given to the maintenance of exterior lights.

Members of the campus community are encouraged to report any exterior lighting deficiency or unsafe conditions to the Regis Police or Facilities staff.

Door and locking hardware deficiencies are reported to the Facilities Department immediately upon discovery by the Regis Police staff.

Vegetation on campus is trimmed on a regular basis.

REGIS ALERT- EMERGENCY NOTIFICATION SYSTEM

The Regis Alert System provides mass communications to the campus community through automatic phone calls, text messages, and e-mails. All members of the Regis community are encouraged to register with the Regis Alert System. To register, simply log into your SPIKE (students) or SHARP (employees) account and select **Emergency Policies and Notifications**, select **Emergency Messaging Contact Information**. You will be directed to your **Regis Access** site to enter/update your information.

Regis College may send emergency communications using the Regis Alert System to the entire campus community or to a subset of the community depending on the circumstances.

The Regis Alert System may be used to issue Emergency Notifications and Timely Warnings, as described below, as well as to issue general safety information (e.g. weather-related closures). Regis Police tests the Regis Alert System twice a year (once per semester).

In addition to the Regis Alert System, Regis College may provide emergency communications and information via the Regis College website, social media, email, and local media outlets.

Emergency Notifications

Regis College's Director of Public Safety will issue an Emergency Notification in the event of any confirmed significant emergency or dangerous situation occurring on campus that poses an imminent threat to the health or safety of students or employees. An Emergency Notification will not be sent out where doing so would compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Examples of when Regis College will issue an Emergency Notification include, but are not limited to:

- i. Gas leak or chemical spill

- ii. Armed intruder/Active shooter
- iii. Bomb threats
- iv. Explosion or campus-wide/residential fire

Timely Warnings

Regis College will issue a Timely Warning when a Clery Act crime committed on Regis' geography has been reported that presents a serious or continuing threat to the campus community.

The Director of Public Safety, or designee will determine whether to issue a Timely Warning on a case-by-case basis based upon factors including, but not limited to:

- i. The nature of the crime
- ii. Whether the campus community is at risk of similar crimes
- iii. Whether issuing the warning would compromise law enforcement efforts
- iv. The elapsed time between the commission of the crime and when the crime is reported
- v. Whether there is an indication of a pattern or series of similar incidents

The Timely Warning will provide sufficient information to allow community members to protect themselves from the commission of further crimes. As a result, a Timely Warning may include a description of the incident including time, date, and location; a description of the suspect if available; and recommended precautions. A Timely Warning will not include any identifying information of a victim or survivor.

EMERGENCY DRILLS TESTING & EVACUATION PROCEDURES

An evacuation drill is coordinated by the Regis College Police Department at least once each semester for all residential facilities and academic buildings on campus. The emergency response and evacuation procedures are necessary so that the staff and students learn the locations of all emergency exits located in the building and to ensure that occupants move a safe distance away from the building.

Written procedures for evacuation are posted in each building on campus. Each evacuation drill is documented and a report is kept on file in the Regis Police Office. These drills are conducted in cooperation with the Weston Fire Department.

SEXUAL HARRASSMENT (TITLE IX) RESPONSE & GRIEVANCE PROCESS

Consistent with its institutional mission and as required by Title IX of the Education Amendments of 1972 ("Title IX") and its regulations (34 C.F.R. sec. 106.8(b)(1)), Regis does not discriminate on the basis of sex in its educational programs or activities, including admission and employment. Any inquiries about Title IX may be referred to the Regis College Title IX Coordinator or the U.S. Department of Education using the contact information below:

Regis College Title IX Coordinator
Adam Thrasher
Regis College
235 Wellesley Street
College Hall 201

U.S. Department of Education – Boston Office
Office for Civil Rights
5 Post Office Square
Boston, MA 02109-3921
617-289-0111

Weston, MA 02493
781-768-7369
adam.thrasher@regiscollege.edu

617-289-0150 (fax)
OCT.Boston@ed.gov

U.S. Department of Education
Assistant Secretary for Civil Rights
400 Maryland Avenue, SW
Washington, D.C. 20202-1100
800-421-3481
202-453-6012 (fax)
800-877-8339 (TDD)
OCR.ed.gov

Regis is committed to creating and maintaining a community where all individuals, including students, faculty, or staff, can work and learn together in an atmosphere free of all forms of harassment, exploitation, or intimidation. Consequently, Regis prohibits all forms of Sexual Harassment, including quid pro quo harassment, sexual assault, domestic or dating violence, stalking, gender-based violence, violence based on sexual orientation or gender identity or expression, and unwelcome conduct. Consistent with state and federal law, Regis will address all allegations of Sexual Harassment, including when reported anonymously, pursuant to the processes outlined below.

Scope

Upon receipt of a report of Sexual Harassment, Regis will provide supportive measures to the involved parties and, where appropriate, investigate according to the processes outlined below. Reports that do not fall within the scope of this Title IX Response & Grievance Process, such as reports of sex or gender discrimination that do not constitute Sexual Harassment, may be referred to alternative Regis College processes or offices.

The procedures detailed below apply to prospective, current, and former students and employees (faculty or staff). The Title IX Coordinator will manage the response to all reports and any subsequent investigation in concert with the Offices of Student Affairs (reports involving students) and/or the Office of Human Resources (reports involving employees).

Conduct Definitions

Consent. Consent is mutual permission between partners. To consent to something, such as a sexual act, means a person knowingly and willingly agrees to the act. A person cannot give consent if they are incapacitated by substances, if they are unconscious, or if they are asleep. An individual may be incapacitated by substances where, as result of using such substances, they are unable to act or function as they normally would (e.g., are unable to move or walk without assistance, are unable to control their body, or are unable to speak, listen, or communicate as they normally would).

Sexual Harassment. Anyone may experience or commit Sexual Harassment without regard to sex, gender, gender identity, or sexual orientation, and these behaviors can

occur between people of the same or different genders or gender identities. Sexual Harassment is conduct on the basis of sex that involves any of the following:

- i. Dating Violence. Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship shall be considered in determining the existence of a social relationship.
- ii. Domestic Violence. A crime of violence committed:
 1. By a current or former spouse or intimate partner;
 2. By a person with whom the victim shares a child in common;
 3. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner. The perpetrator and victim must be more than just roommates. The people cohabitating must be current or former spouses or have an intimate relationship;
 4. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;
 5. By any other person against an adult or youth victim who is protected from that person's act under the domestic violence laws of the jurisdiction in which the crime occurred;
- iii. Quid Pro Quo Harassment. Where a Regis College employee, either expressly or impliedly, requires a person to participate in unwelcome sexual conduct in order for the person to receive an aid, benefit or service of Regis College. Quid pro quo harassment can occur whether or not the person acquiesces to the unwelcome conduct.
- iv. Stalking. Engaging in a course of conduct (two or more acts) directed at a specific person that would cause a reasonable person to: fear for the person's safety or the safety of others; or suffer substantial emotional distress.
- v. Sexual Assault. Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. Sexual Assault includes the following:
 1. Fondling. The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.
 2. Incest. Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 3. Rape. The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, or an object, without the consent of the victim. This offense includes the rape of both males and females.
 4. Statutory Rape. Sexual intercourse with a person who is under the statutory age of consent. In Massachusetts, the statutory age of consent is sixteen (16).

- vi. Unwelcome Conduct. Conduct on the basis of sex that is determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Regis' Educational Program or Activity.

PROCESS DEFINITIONS

Business Day. Any day that the Regis College campuses are generally open and fully operational. Business Days do not include recognized Regis College holidays and days on which a campus has been officially closed.

Decision Maker. The Decision Maker reviews the relevant evidence and makes the Determination of Responsibility (see below). Depending on available staffing, the Decision Maker may or may not be the same individual as the Hearing Officer. If not the same individual, both the Hearing Officer and Decision Maker must be present during a hearing.

Directly Related. Information is directly related to a Reporting Party's allegations of Sexual Harassment where it has some plausible connection to those allegations and may include information that indicates that a Respondent did or did not engage in prohibited conduct described in Section 3, Conduct Definitions. Information may be Directly Related even where Regis College does not rely upon it in making a Determination of Responsibility. Not all Directly Related information will necessarily be considered Relevant.

Educational Program or Activity. Locations, events, or circumstances where Regis College exercises substantial control over a Respondent and the circumstances in which Sexual Harassment occurs, including buildings owned or controlled by recognized student organizations.

Hearing Advisor. A Hearing Advisor asks questions of Reporting Party or Respondent and any witnesses during a hearing.

Hearing Officer. The Hearing Officer manages the hearing process (see below) and makes determinations regarding Relevance. Depending on available staffing, the Hearing Officer may or may not be the same individual as the Decision Maker. If not the same individual, both the Hearing Officer and Decision Maker must be present during a hearing.

Relevant Information. Information is relevant if 1) it has any tendency to make a fact more or less probable than it would be without the information and 2) the fact is of consequence in the matter. Information is not relevant where:

- i. Related to the Reporting Party's sexual disposition or prior sexual behavior, unless:
 - 1. Offered to prove that someone other than the Respondent committed the alleged conduct, or
 - 2. Related to Reporting Party's prior sexual behavior with respect to Respondent and is offered to prove consent.
- ii. Protected by a legally recognized privilege. Regis College will not require, allow, rely upon, or otherwise use questions or information that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.
- iii. Derived from a party's medical, psychological, or similar records, unless that party has provided prior written consent.

- iv. It is duplicative or repetitive.

Reporting Party. A person alleging that another committed Sexual Harassment against them. May also be referred to as a “party” or “parties”.

Respondent. A person who has allegedly committed Sexual Harassment. May also be referred to as a “party” or “parties”.

RECOMMENDED ACTION

If a member of the Regis community experiences Sexual Harassment, particularly an incident involving physical harm or threats of physical harm, they may wish to consider the following course of action:

- a. Get to a safe place as soon as possible.
- b. Call someone they trust for help or support. See “Support Resources” below.
- c. Consider taking steps to preserve evidence. If the incident occurred within five (5) days, it is best not to shower, bathe, or change clothes—even if Reporting Party did any of these things, evidence can still be collected. If Reporting Party has changed clothes, they should bring the clothes they were wearing during the assault to the hospital.
- d. Get Medical Attention. Regis will facilitate access to medical treatment, including Regis College Health Services where appropriate, and will facilitate transportation from the Regis campus to a hospital or health professional for medical treatment. Individuals seeking such transportation should contact the Regis College Police Department (College Hall 102, 781-768-7111). In emergency circumstances, an ambulance will be called. If the circumstances are not emergent, a taxi or similar service may be used. Even if there is no obvious sign of physical injury, internal injuries are possible. Early testing and treatment for sexually transmitted infections (STIs) and possible pregnancy can prevent further problems.
- e. Seek Counseling. It is often helpful for involved parties to seek counseling. The crisis intervention and counseling services provided by Regis (see below) are available to all members of the Regis community. Additionally, there are many resources in the community that are available.

SUPPORT RESOURCES

Resource Name	Location	Contact	Phone	Email/Web Address
Regis College Police Department	College Hall 102	Craig Davis	781.768.7111 or 781.768.7777	safety@regiscollege.edu
Title IX Coordinator/Risk Manager/Legal Affairs	College Hall 201	Adam Thrasher	781.768.7369	adam.thrasher@regiscollege.edu
Deputy Title IX Coordinator / Dean of Students	Upper Student Center 213	Bridget Buoniconti	781.768.7508	bridget.buoniconti@regiscollege.edu
Associate Vice President of Student Affairs	Upper Student Center 213	Walter Horner	781.768.7029	walter.horner@regiscollege.edu
Associate Vice President of Human Resources	St. Joseph Hall 233	Joan Sullivan	781.768.7212	joan.sullivan@regiscollege.edu
Director of Residence Life	Lower Student Center 125	John Hernandez	781.768.7596	john.hernandez@regiscollege.edu
Guardian (Regis' third-party operated hotline system; reports may be filed here anonymously)				https://regiscollege.guardianconduct.com/incident-reporting

ON-CAMPUS CONFIDENTIAL RESOURCES

Center for Health and Wellness	Maria Hall Lower Level	Tammi Magazzu	781.768.7290	tammi.magazzu@regiscollege.edu
Regis Counseling Services	Maria Hall Lower Level	Kathryn Klickstein	781.790.7290	kathryn.klickstein@regiscollege.edu
Center for Ministry and Service	St. Joseph Hall Suite 4	Father Paul Kilroy	781.768.7027	paul.kilroy@regiscollege.edu

OFF-CAMPUS RESOURCES (*denotes confidential resources)

Resource Name	Location	Phone/Website	Services Provided
ReachMA*	Waltham, MA	781.891.0724 (general support) 800.899.4000 (hotline); www.reachma.org	24 hour hotline; ongoing support for survivors of dating and domestic violence
Boston Area Rape Crisis Center*	Boston, MA	800.841.8371; www.barcc.org	24 hour hotline; ongoing support for survivors of rape
Newton-Wellesley Hospital Domestic Violence/Sexual Assault Program*	Newton, MA	617.243.6521; www.nwh.org , click here for Domestic and Sexual Violence Services	Medical treatment; access to Sexual Assault Nurse Examiner (SANE) Nurse; pregnancy and Sexually Transmitted Infection (STI) testing;
Weston Police Department	Weston, MA	781 786-6200 www.weston.org/1507/Police-Department	Assistance in pursuing legally enforced restraining or protective orders and criminal action
Massachusetts State Police (Weston barracks)	Weston, MA	781.431.5050; www.mass.gov/locations/state-police-weston-barracks	Assistance in pursuing legally enforced restraining or protective orders and criminal action
AllOne Health Resources Employee Assistance Program*	n/a	800.451.1834 allonehealth.com/employee-assistance-program/	Support for employees and their household members including free confidential counseling, (both in person and telephonic counseling); support, legal/financial and work-life consultation, 24 hours a day. See Human Resources Benefits page in Regis Resources.

REPORTING

Regis seeks to create an environment that encourages the reporting of Sexual Harassment, gender discrimination, and other concerning conduct on the basis of sex, sexual orientation, or gender identity. Reporting Parties or others with information about an incident may report incidents to Regis College Police, the Office of Student Affairs, the Associate Vice President of Human Resources, the Deputy Title IX Coordinator, to the Title IX Coordinator, or to any Campus Security Authority (CSA).

Reporting Parties may submit reports anonymously using Guardian, Regis' third-party operated reporting system (<https://regiscollege.guardianconduct.com/incident-reporting>). Regis may be limited, however, in its ability to respond to reports submitted anonymously.

Reporting parties may utilize this Regis College Title IX Response and Grievance Process concurrently with any external civil or criminal process.

Criminal Reporting

Reporting Parties may decide whether or not to file a criminal report with Regis Campus Police or to local law enforcement. Reporting an incident to the police does not commit a Reporting Party to further legal action or participation in any criminal proceeding. Should a Reporting Party choose to file a report, they will be asked to provide as much detail as possible. The earlier an incident is reported, the easier it will be for the police to investigate the crime and prosecute the

case successfully. If desired, Regis personnel will assist Reporting Parties in contacting police to include the local police department, to file a report.

Individuals seeking to have restraining orders or orders of protection enforced on the Regis campus should notify either the Regis College Police Department (781-768-7111, safety@regiscollege.edu) or the Title IX Coordinator (781-768-7369, adam.thrasher@regiscollege.edu). Regis will assist in obtaining and/or the enforcement of any lawfully issued restraining orders or orders of protection.

Disclosure of Reports

In order to respond to reports, provide support to Reporting Party and Respondent, comply with legal responsibilities, and keep track of trends within the community, the Regis official who receives a report will refer it to other Regis administrators on a limited need-to-know basis. Depending on the circumstances, the following administrators will be informed of a report: Title IX Coordinator, Deputy Title IX Coordinator, Dean of Students, Associate Vice President of Student Affairs, Associate Vice President of Human Resources, Chief of Regis College Police, Vice President of Inclusive Excellence, and Chief Diversity Officer. Regis will not disclose the identity of Reporting Party or Respondent except as set forth in this Title IX Response and Grievance Process, as otherwise necessary to carry out the disciplinary process, or as permitted under state or federal law.

Campus Security Authorities, including the Title IX Coordinator, who receive a report of sexual assault, dating violence, domestic violence, or stalking will notify the Regis College Police Department of the incident, but will not include personally identifying information without Reporting Party's consent. The purposes of this notification are to determine whether the greater Regis community should be warned about a crime that represents a threat to students and employees or a potentially dangerous situation and to collect crime statistics. Consistent with federal law, Regis will assess whether a timely warning or emergency notification is required. The Regis College Police Department will investigate all received reports, but investigation may be limited where a Reporting Party wishes to remain anonymous.

RETALIATION PROHIBITED

Regis prohibits retaliation against any person involved in a report of Sexual Harassment, gender discrimination, or other concerning conduct on the basis of sex, sexual orientation, or gender identity or against any person participating in the Title IX investigation or hearing in any manner. Retaliation may include threats, intimidation, coercion, reprisals, and/or adverse actions related to employment or education. Individuals engaging in retaliation may be subject to disciplinary action under the student conduct process (students) or Human Resources processes (faculty and staff).

STUDENT CONDUCT AMNESTY (STUDENTS)

Regis does not want a student's use of drugs or alcohol to discourage them from reporting an incident of Sexual Harassment, gender discrimination, or other concerning conduct based on sex, sexual orientation, or gender identity. As a result, Regis will grant student conduct amnesty to students involved in a reported incident for their personal use of prohibited or illegal drugs or alcohol in connection with that incident. In other words, Regis will not pursue student conduct sanctions for a student's own use of prohibited or illegal drugs or alcohol occurring in the context of a reported incident. Regis will not provide this amnesty, and will pursue student conduct sanctions, for students who provide drugs or alcohol to another individual in a prohibited or illegal manner.

Beyond alcohol or drug use, Regis will not pursue student conduct sanctions against a student involved in a report of Sexual Harassment unless the report was not made in good faith or the student's conduct placed the health and safety of another person at risk.

RESPONSE TO REPORTS & SUPPORTIVE MEASURES

Regis College will respond to all reports of Sexual Harassment, gender discrimination, and other concerning conduct based on sex, sexual orientation, or gender identity. Regis will make appropriate supportive measures reasonably available to both Reporting Party and Respondent to maintain or restore their participation in the Regis community. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

Supportive measures may promote safety, protect Regis' education environment, and/or deter further Sexual Harassment or other concerning conduct based on sex, sexual orientation, or gender identity. Supportive measures are not punitive in nature and may not unreasonably burden a party involved in a report. Examples of supportive measures include, but are not limited to: new residential housing assignments; academic leaves of absence or withdrawals; changes to a working arrangement; Regis College Police Department escorts; parking privileges; Regis-issued no-contact orders; and class schedule modifications. Further, Regis will assist in the enforcement of any lawfully issued restraining orders or orders of protection.

Supportive measures are available to Reporting Parties and Respondents whether or not a Formal Complaint (see below) has been submitted. Supportive measures are available to Reporting Parties and Respondents regardless of where the alleged conduct occurred, or whether or not it occurred outside of Regis' Educational Programs or Activities. Requests for supportive measures should be communicated to the Title IX Coordinator (781-768-7369, adam.thrasher@regiscollege.edu).

In order to provide certain supportive measures, Regis may need to disclose a Reporting Party's and/or Respondent's identity to certain Regis staff. Such disclosure will be made on a strict need-to-know basis.

EMERGENCY REMOVAL

Regis College may remove a Respondent from its Educational Program or Activity (or any portion thereof) if the following conditions are satisfied:

1. Regis officials conduct an individualized safety/risk analysis of Respondent and the specific circumstances;
2. That analysis indicates there is an immediate threat to the physical health or physical safety of one or more individuals;
3. The threat specifically arises out of the allegations of Sexual Harassment or other concerning conduct based on sex, sexual orientation, or gender identity.

If an Emergency Removal is needed, Respondent will receive written notice including the specific facts relied upon for the removal. Upon receipt of this notice, Respondent must vacate the indicated Regis College Educational Program or Activity, property, or portion thereof. After vacating, Respondent may immediately challenge the Emergency Removal by submitting the reasons for the challenge in writing to the Title IX Coordinator within five (5) Business Days of the removal. An Emergency Removal may be overturned if Respondent provides specific facts indicating that the removal decision was incorrect. The Title IX Coordinator will review the challenge and provide a decision within five (5) Business Days of receiving the challenge.

ADMINISTRATIVE LEAVE (EMPLOYEES)

Following a Formal Complaint, Regis College may place a non-student employee Respondent on administrative leave pending an investigation, hearing, and/or Determination of Responsibility according to standard Human Resources practice.

FORMAL COMPLAINTS

Reporting Parties who seek a full investigation of a report of Sexual Harassment may submit a Formal Complaint. A Formal Complaint is the beginning of an investigation process that seeks to gather evidence Directly Related to a Reporting Party's allegations of Sexual Harassment.

A Formal Complaint is a document submitted by a Reporting Party who is a current, former, or prospective student or employee who is participating in or attempting to participate in a Regis College Educational Program or Activity and which alleges that a Respondent committed Sexual Harassment. When a Formal Complaint is filed, Reporting Party and Respondent will be notified of each other's identity; the conduct alleged; the date, time and location, if known, of the alleged conduct; the standards (see Conduct Definitions above) allegedly violated; and the alleged conduct which violated those standards.

Supportive measures (see above) are available to Reporting Parties and Respondents whether a Formal Complaint is submitted or not.

Upon receiving an initial report, the Title IX Coordinator will notify a Reporting Party about how to submit a Formal Complaint. A Reporting Party may submit a Formal Complaint to the Title IX Coordinator using the contact information or address above. In order to verify the identity of the Reporting Party submitting a Formal Complaint, any electronic submission must occur via Regis

College e-mail or using a Regis College platform (e.g., Office 365, OneDrive). Formal Complaints may not be submitted anonymously. The Title IX Coordinator may also submit a Formal Complaint, even if the person alleged to be the victim does not wish to file a Formal Complaint or participate in the investigation and hearing process.

Regis College must dismiss Formal Complaints in the following circumstances:

1. The alleged conduct would not satisfy the definition of Sexual Harassment even if proved.
2. The alleged conduct did not occur within the scope of a Regis College Educational Program or Activity.
3. The alleged conduct did not occur against a person in the United States.

Regis College may dismiss Formal Complaints in the following circumstances:

1. Reporting Party seeks to withdraw their Formal Complaint.
2. Respondent is no longer enrolled as a student at Regis College or employed by Regis College.
3. Circumstances prevent Regis College from gathering sufficient evidence to reach a determination.

A Reporting Party or Respondent may appeal the dismissal of a Formal Complaint according to the process below (see Appeals).

Formal Complaints that are dismissed may be investigated through an alternative process – for example, the Student Code of Conduct, the Employee Grievance Procedure, the Employee Policy on Discrimination.

INVESTIGATION AND HEARING ACCOMMODATIONS

Regis will work with individuals to provide reasonable accommodations, modifications, or auxiliary aids and services that will facilitate their participation in the investigation and hearing process (e.g., translation, sign language interpretation). Individuals seeking accommodations should notify the Title IX Coordinator as soon as possible. The Title IX Coordinator may consult with the Office of Student Disability and Accessibility Services or Human Resources in order to implement reasonable accommodations – this consultation may require the disclosure of the individual's identity.

INVESTIGATION OF FORMAL COMPLAINTS

All investigators, Hearing Officers, and Decision Makers shall be impartial and will receive not less than annual training on issues relating to Sexual Harassment, investigatory procedures, and hearing procedures to protect the safety and rights of students and employees and promote accountability.

The assignment of the investigator(s) is in the sole discretion of the Title IX Coordinator or designee and will be selected from a pool of impartial and trained individuals. Investigators may be either employees of Regis College or external to Regis College.

The Title IX Coordinator will provide the name(s) of the investigators to Reporting Party and Respondent in writing. Reporting Party and Respondent will then have three (3) Business Days to

inform the Title IX Coordinator or their designee in writing if they have any valid reason to think that the named investigators cannot serve impartially due to bias or conflict of interest. The Title IX Coordinator or their designee will review the stated reasons and will determine whether a different investigator(s) should be assigned. The determination of the Title IX Coordinator or their designee as to the ability of an investigator to participate in the investigation is final.

Regis College is ultimately responsible for gathering evidence and for proving whether or not a Respondent is found responsible for committing a violation. Respondents are presumed to be not responsible until the conclusion of the grievance process.

Fact Gathering

Regis seeks to gather information Directly Related to allegations of Sexual Harassment by conducting interviews of Reporting Party, Respondent, and witnesses, by reviewing available documentation, files or media, or by other reasonable means. The fact gathering process will be completed within twenty (20) Business Days of when the Respondent is notified of the Formal Complaint. The completion of the fact gathering process may be delayed due to good cause. The Title IX Coordinator will notify Reporting Party and Respondent in writing of any such delay.

A Reporting Party's or Respondent's participation in the investigation of a Formal Complaint is voluntary. If a Reporting Party or Respondent chooses not to participate, that decision will not be used against them, but the investigation will proceed and a Determination of Responsibility may be made.

Reporting Party and Respondent will have an equal opportunity to provide information and to suggest witnesses Directly Related to the allegations of Sexual Harassment (whether in support of or against a finding of responsibility) and will be provided a copy of this Title IX Response and Grievance Process.

Reporting Parties, Respondents, or witnesses who knowingly make false statements regarding matters directly related or relevant to reported allegations of Sexual Harassment may be referred to alternative Regis College processes or offices (e.g., the Student Code of Conduct, Human Resources, Faculty Handbook).

Advisors

Reporting Party and Respondent will have the same opportunity to have an advisor of their choice present during any grievance procedure, including any related meetings or interviews. Advisors may or may not be an attorney and are permitted during meetings or interviews for the sole purpose of providing support to Reporting Party or Respondent. During an interview, the advisor may not offer any information, respond to any question, or ask any question.

An advisor's role is limited to the functions stated above without regard to the relationship between the advisor and a Reporting Party or Respondent or the status of an advisor outside the investigation and hearing process. The Title IX Coordinator and/or investigators will communicate with the Reporting Party or Respondent and their advisor if they have one. Regis places no limits on a Reporting Party's or Respondent's ability to communicate with their advisor

for the purpose of facilitating their participation in the investigation and hearing. Meetings and proceedings may not be significantly delayed on the basis of the availability of an advisor. During a hearing, advisors play a different role (see below).

Access to Information & Investigation Report

The Title IX Coordinator will provide Reporting Party and Respondent and their advisors with equal access to the information gathered during the investigation (e.g., notes from interviews, gathered documents, or media) that is Directly Related to the allegations. Reporting Party and Respondent will have ten (10) Business Days to review and, if desired, provide a written response to the Directly Related information.

At the conclusion of that period, the Title IX Coordinator or their designee will prepare an Investigation Report that fairly summarizes all information relevant to the allegations and will provide Reporting Party and Respondent and their advisors or Hearing Advisors (see below) with access to that report. Once issued, Reporting Party and Respondent will have ten (10) Business Days to review and respond in writing to the Investigation Report prior to the hearing. If Reporting Party or Respondent submits a written response to the Investigation Report, it will be provided to the other party prior to the hearing.

Access to gathered information and the Investigation Report is allowed for the limited purpose of facilitating a Reporting Party's or Respondent's participation in the investigation. Regis strictly prohibits sharing these documents with others in a manner meant to intimidate, threaten, coerce, or retaliate against others for the purpose of interfering with their rights under the Title IX Response and Grievance Process.

HEARINGS

The purpose of a hearing is to provide an opportunity for Reporting Party and Respondent to pose questions, to each other and to witnesses. All questions must be asked through a Reporting Party's or Respondent's Hearing Advisor – at no point may a Reporting Party or Respondent directly ask a question to the individual being questioned.

Hearings may occur in person or, upon the request of a party or at the discretion of Regis, remotely via appropriate technology.

Neither Reporting Party nor Respondent may offer or introduce new documents not previously included in the investigation, during the hearing. If new documents or witnesses arise between the completion of the Investigation Report and the hearing date which are directly related to the Reporting Party's allegations, a Reporting Party or Respondent must submit them to the Title IX Coordinator who may re-initiate the investigation and update the Investigation Report as needed. In such case, the hearing date will be rescheduled or delayed to accommodate additional investigation.

Both parties will continue to have access to collected information during the hearing.

Hearings will be recorded by audio or audiovisual means. The Title IX Coordinator or Hearing Officer will provide the recording to both Reporting Party and Respondent after the hearing.

Hearing Officer

The Hearing Officer manages the overall hearing process and may or may not be a Regis College employee. The Decision Maker, if not also acting as the Hearing Officer, will be present during the hearing. The Hearing Officer may pose questions and follow up questions to Reporting Party, Respondent, and any witnesses during a hearing.

Pre-Hearing Meeting

Prior to the hearing date, the Hearing Officer or Title IX Coordinator may call a pre-hearing meeting with the Reporting Party, Respondent, and each of their Hearing Advisors. The purpose of this meeting is to review the definition of Relevance (information, questions, and witness), and to review hearing process in general, including the role of the Hearing Advisor, the questioning procedure, and conduct expectations.

Review of Hearing Officer and Decision Maker

The Title IX Coordinator will provide the name(s) of the Hearing Officer and Decision Maker to Reporting Party and Respondent in writing. Reporting Party and Respondent will then have three (3) Business Days to inform the Title IX Coordinator in writing if they have any valid reason to think that the named Hearing Officer or Decision Maker cannot serve impartially due to bias or conflict of interest. The Title IX Coordinator will review the stated reasons and will determine whether a different Hearing Officer or Decision Maker should be assigned. The determination of the Title IX Coordinator as to the ability of Hearing Officer or Decision Maker to participate in the investigation is final.

Intent to Participate

At least ten (10) Business Days prior to the scheduled hearing, Reporting Party and Respondent must each notify the Title IX Coordinator and Hearing Officer of their intention to participate in the hearing. This notification facilitates scheduling and management of the hearing. Reporting Party or Respondent can change their decision regarding participation at any time.

Selection of Hearing Advisor

At least ten (10) Business Days prior to the scheduled hearing date, Reporting Party and Respondent must inform the Title IX Coordinator and Hearing Officer of the identity and contact information of their Hearing Advisor or provide notice that they have not selected a Hearing Advisor. This notification allows the Title IX Coordinator to provide the Investigation Report to the Hearing Advisor and allows Regis to obtain a Hearing Advisor for a Reporting Party or Respondent if needed.

Witnesses

Relevant witnesses may participate in the hearing. Reporting Party and Respondent must each notify the Title IX Coordinator and Hearing Officer of the name and contact information for the relevant witnesses they request to question during the hearing, if any, at least ten (10) Business Days prior to the hearing date. If a requested witness has not previously been interviewed during the fact gathering stage of the investigation, then the requesting party must provide a

written statement summarizing the relevant information the witness will provide during the questioning. This summary may be provided to the other party. The Hearing Officer will determine which requested witnesses may participate in the hearing.

The Hearing Officer may also identify relevant witnesses whom the Hearing Officer intends to question during the hearing. The Hearing Officer will provide Reporting Party and Respondent a complete list of witnesses to be questioned during the hearing. The Title IX Coordinator or Hearing Officer will notify witnesses that their participating is requested at the hearing.

Anticipated Questions

Reporting Party and Respondent are encouraged to submit in writing to the Hearing Officer and Title IX Coordinator the questions they anticipate asking during the hearing at least five (5) Business Days prior to the hearing date. The purpose of this submission is to allow the Hearing Officer to evaluate the relevance of questions in advance.

Hearing Participation

An individual (Reporting Party, Respondent, or witness) may choose whether or not to be present at a hearing or to answer questions during a hearing. To the extent permitted by law, if an individual is not present at a hearing or does not answer questions during a hearing, the Decision Maker may nevertheless rely on any relevant statements made by that individual collected during the fact gathering stage of the investigation in making a Determination of Reliability. In arriving at a Determination of Responsibility, the Decision Maker cannot draw an adverse inference about a Reporting Party, Respondent, or witnesses based solely on their absence from the hearing or refusal to answer questions or follow up questions.

Role of Hearing Advisors

A Hearing Advisor asks questions of Reporting Party or Respondent and any witnesses during a hearing. Both Reporting Party and Respondent may select a Hearing Advisor of their choice. If a Reporting Party or Respondent does not have a Hearing Advisor, Regis will provide a Hearing Advisor at no cost. A Hearing Advisor's role is limited to the functions described within this Title IX Response and Grievance Process.

A hearing will not occur unless both Reporting Party and Respondent have a Hearing Advisor present.

Hearing Process

Hearings will proceed according to the following steps:

- i. Hearing Officer or Title IX Coordinator begins the recording after notifying all individuals present.
- ii. Hearing Officer summarizes allegation(s) and procedural steps of the investigation.
- iii. Hearing Officer reviews the questioning procedure, see below.
- iv. Questioning of Reporting Party, if participating in questioning.

1. Hearing Officer poses questions and follow up questions.
2. Respondent's Hearing Advisor poses questions and follow up questions.
- v. Questioning of Respondent, if participating in questioning.
 1. Hearing Officer poses questions and follow up questions.
 2. Reporting Party's Hearing Advisor poses questions and follow up questions.
- vi. Questioning of witnesses, if participating.
 1. Hearing Officer poses questions and follow up questions.
 2. Reporting Party's Hearing Advisor poses questions and follow up questions.
 3. Respondent's Hearing Advisor poses questions and follow up questions.
- vii. Hearing Officer concludes the hearing, informs parties of next steps, and stops the recording.

Hearing Advisor Questioning Procedure

Questioning by a Hearing Advisor, including follow up questioning, will occur according to the following steps:

- i. A Hearing Advisor will ask a question of Reporting Party, Respondent, or witness.
- ii. Reporting Party, Respondent, or witness will not answer the question until:
 1. Informed by the Hearing Officer that they may answer, or
 2. The Hearing Officer determines that the question is not Relevant, see below, and the Reporting Party, Respondent, or witness may not answer.

The time period for each Hearing Advisor to ask questions of a Reporting Party, Respondent, or witness is limited to 45 minutes each. If a Reporting Party or Respondent can show good cause (see below), the Hearing Officer may permit one (1) 15 minute extension.

Relevance Determinations

The Hearing Officer will allow only relevant questions during a hearing. If the Hearing Officer determines that a question is not relevant during a hearing, they will provide a brief explanation of that determination. A Reporting Party or Respondent, through their Hearing Advisor, may object to this determination solely for the purposes of appeal (see below), but the Hearing Officer's determination will stand. A Reporting Party or Respondent, through their Hearing Advisor, may object to a question posed by the Hearing Officer, on the basis of relevance only, solely for the purposes of appeal (see below).

Hearing Conduct

Reporting Party, Respondent, witnesses, and Hearing Advisors must conduct themselves in a respectful and non-abusive manner throughout the hearing. The Hearing Officer has the discretion to issue a warning to any Reporting Party, Respondent, Hearing Advisor, or witness and/or to terminate a hearing at any time with or without a prior warning where any individual fails to conduct themselves in a respectful and non-abusive manner. In such case, the hearing will be rescheduled and continued at a later date. The Hearing Officer has the discretion to require that a Reporting Party or Respondent obtain, or that Regis provide, a new Hearing Advisor for a continued hearing.

When making a Determination of Responsibility, the Decision Maker may not consider a Reporting Party's, Respondent's, or Hearing Advisor's, failure to maintain themselves in a respectful, non-abusive manner during a hearing.

Interrupting, Delaying, or Rescheduling a Hearing

Reporting Party or Respondent may request that a hearing, including a hearing in progress, be delayed or rescheduled for good cause. All requests must be made in writing to the Title IX Coordinator and Hearing Officer or raised during a hearing in progress.

The Title IX Coordinator and Hearing Officer will evaluate requests that a hearing be interrupted, delayed, or rescheduled against the need to proceed expeditiously and the need to treat Reporting Party and Respondent equally and fairly in the process.

The Title IX Coordinator or Hearing Officer may delay or reschedule a hearing, including a hearing in progress, for good cause. The Title IX Coordinator or Hearing Officer will inform all parties in writing of the delay or rescheduled hearing and the reason for the delay.

DETERMINATION OF RESPONSIBILITY AND SANCTIONS

Written Determination of Responsibility

The Decision Maker will issue a written Determination of Responsibility based upon the relevant information from the Investigation Report and the hearing proceedings using a preponderance of the evidence standard. In other words, more than 50% of the relevant information would need to indicate that the Respondent's conduct constituted Sexual Harassment as defined above in Section 3. In making a Determination of Responsibility, the Decision Maker may rely upon information, statements, and/or documents that were not subject to questioning during the hearing, so long as they are relevant. The Decision Maker may consult with the Hearing Officer, Title IX Coordinator, and/or Title IX investigators to clarify relevant information contained in the Investigation Report and relevant information raised during the hearing.

The written Determination of Responsibility will be issued within fifteen (15) Business Days of the date that the hearing is concluded, and within seven (7) Business Days after the final determination has been made, and will include:

- i. A description of the allegations.
- ii. A description of the investigation and hearing process.
- iii. Findings of fact that are supported by Relevant information, both inculpatory and exculpatory.
- iv. The applicable definition(s) of Sexual Harassment arising from the allegations.
- v. For each allegation:
 1. An objective analysis of the relevant facts compared to the applicable definition of Sexual Harassment. Any credibility determinations may not be based on a person's status as a Reporting Party, Respondent, or witness.
 2. A conclusion of whether or not the Respondent is responsible for engaging in Sexual Harassment.
 3. Any sanctions, and related rationale, that are imposed (employee Respondents).

- vi. An indication of whether Reporting Party will be provided with remedies (non-disciplinary), but without a description of the content of those remedies.
- vii. A description of the appeals process.

Student Sanctions

The sanctions imposed for a student Respondent may include, but are not limited to: warnings, educational sanctions, community restitution, fines, referrals to campus resources, no-contact orders, exclusion from Regis property or activities, residence hall suspension, residence hall expulsion, suspension, probation, final probation, expulsion. See Section III of the Regis College Student Handbook for further information.

The Regis College Chief Conduct Officer or their designee will issue written sanctions for student Respondents separately from the Determination of Responsibility. Specifically, if the Determination of Responsibility finds that a student Respondent has engaged in Sexual Harassment, then the Title IX Coordinator and Decision Maker will refer the matter to the Chief Conduct Officer or their designee to issue any sanctions.

Both Reporting Party and Respondent may provide a written impact statement which the Chief Conduct Officer or their designee will review during the sanctioning process. A party must submit any written impact statement to the Chief Conduct Officer or their designee and the Title IX Coordinator within three (3) Business Days of the date of the Determination of Responsibility.

The Chief Conduct Officer or their designee will written issue sanctions, including a rationale for each sanction(s), within five (5) Business Days of referral from the Title IX Coordinator and Decision Maker and according to the Regis College Sexual Harassment Student Sanction Guidelines. The Chief Conduct Officer or their designee may consult with the Decision Maker, Hearing Officer, Title IX Coordinator, and/or Title IX investigators to clarify relevant information contained in the Investigation Report and relevant information raised during the hearing.

For the purposes of appeals, the date on which the Chief Conduct Officer or their designee issues sanctions will be considered to be the date of the Determination of Responsibility.

Employee Sanctions

The sanctions imposed in a Determination of Responsibility for an employee (faculty or staff) Respondent may include: training, loss of privileges, reprimand, personnel actions, suspension, termination of employment, and/or dismissal from Regis College.

Finalized Determination of Responsibility

A Determination of Responsibility will become final once either the deadline to request an appeal has expired or a written determination regarding an appeal has been issued. Any sanctions imposed will not go into effect until a Determination of Responsibility becomes final. Any Supportive Measures, Emergency Removals, or Administrative Leave will remain in place until a Determination of Responsibility becomes final.

APPEALS

Reporting Party and Respondent have an equal opportunity to appeal the dismissal of a Formal Complaint, the dismissal of certain allegations within a Formal Complaint, or the Determination of Responsibility. An appeal is possible only on the following bases:

- i. A procedural irregularity that affected the outcome of the matter.
- ii. New evidence that was not reasonably available at the time of the dismissal of a Formal Complaint, the dismissal of allegations within a Formal Complaint, or the Determination of Responsibility that could affect the outcome of the matter.
- iii. An allegation that an official involved in the investigation, hearing, or sanctioning process (e.g., the Title IX Coordinator, an investigator, the Hearing Officer, or Decision Maker) had a conflict of interest or bias for or against Reporting Parties or Respondents in general or against the Reporting Party or Respondent involved in the matter specifically which affected the outcome of the matter.
- iv. Student Matters Only. That the sanction imposed is substantially disproportionate to the Respondent's conduct as described in the Determination of Responsibility and the Sexual Harassment Student Sanction Guidelines.

Appeals or portions of appeals relying on any other basis will be dismissed.

Appeals of Dismissals of Formal Complaints

To request an appeal of a dismissal of a Formal Complaint or of the dismissal of certain allegations within a Formal Complaint, Reporting Party or Respondent must complete and submit a Request for Title IX Appeal form within three (3) Business Days of the date of dismissal and submit to 1) the Title IX Coordinator and 2) the Deputy Title IX Coordinator (Students) or the Associate Vice President for Human Resources (Employees). The Title IX Coordinator may notify the non-appealing party that an appeal has been filed as necessary.

Appeals of a Determination of Responsibility

To request an appeal of a Determination of Responsibility, Reporting Party or Respondent must complete and submit a Request for Title IX Appeal form within three (3) Business Days of the date of the written Determination of Responsibility or within three (3) Business Days of the date that the recording of the hearing was made available to Reporting Party and Respondent, whichever is later. The Request for Title IX Appeal form must be submitted to 1) the Title IX Coordinator, 2) the Hearing Officer, and 3) the Decision Maker. The Title IX Coordinator will notify the non-appealing party that an appeal has been filed.

Appeals Officer; Review

The Title IX Coordinator will provide the name of the Appeals Officer to Reporting Party and Respondent in writing. Reporting Party and Respondent will then have three (3) Business Days to inform the Title IX Coordinator in writing if they have any valid reason to think that the named Appeals Officer cannot serve impartially due to bias or conflict of interest. The Title IX Coordinator will review the stated reasons and will determine whether a different Appeals Officer should be assigned. The determination of the Title IX Coordinator as to the ability of Appeals Officer to hear the appeal is final.

An Appeals Officer will review the Request for Title IX Appeal form and issue a written decision, including a rationale for the decision, within ten (10) Business Days of the date the Title IX Coordinator submits the appeal form to the Appeals Officer.

If an Appeals Officer grants the appeal, remedies are limited to:

1. The initiation of an investigation and hearing process where a Formal Complaint was dismissed in its entirety.
2. The initiation of an investigation and hearing process regarding particular allegations where certain allegations of a Formal Complaint were dismissed.
3. A re-investigation of Reporting Party's allegations due to a procedural irregularity that affected the outcome.
4. A repeated hearing due to a procedural irregularity during the original hearing that affected the outcome.
5. For allegations involving students only, a re-evaluation of the imposed sanction.

Where an appeal is based on an allegation of conflict of interest or bias that affected the outcome, as appropriate new personnel will conduct the investigation, re-investigation, or hearing. If an Appeals Officer denies the appeal, the dismissal of a Formal Complaint, the dismissal of certain allegations within a Formal Complaint, and/or the Determination of Responsibility will stand. A Reporting Party or Respondent has no further rights to appeal or challenge the outcome of the matter.

MILESTONES

Investigation		
3 Business Days prior to investigation activities.	<u>Reporting Party and Respondent each have an opportunity to review</u> the names of the assigned investigators and raise any valid reason that the investigators cannot serve impartially due to bias or conflict of interest.	<u>And submit to</u> Title IX Coordinator or their designee.
20 Business Days from notice of Formal Complaint to Respondent.	Fact gathering stage of investigation is completed. May be delayed for good cause with notice to Reporting Party and Respondent.	
10 Business Days from when Title IX Coordinator provides access to Directly Related information.	<u>Reporting Party and Respondent each have an opportunity to review</u> and provide written response to that information.	<u>And submit to</u> Title IX Coordinator.
10 Business Days from when Title IX Coordinator provides access to Investigation Report.	<u>Reporting Party and Respondent each have an opportunity to review</u> and provide written response to the Investigation Report.	<u>And submit to</u> Title IX Coordinator.

Hearing		
	<u>Reporting Party and Respondent each have an opportunity to provide:</u>	<u>And submit to:</u>
3 Business Days after outreach from Title IX Coordinator	<ul style="list-style-type: none"> Any valid reason to that the assigned Hearing Officer or Decision Maker cannot serve impartially due to bias or conflict of interest. 	Title IX Coordinator.
10 Business Days prior to hearing date.	<ul style="list-style-type: none"> Notice regarding intention to participate in hearing. The name and contact information of their Hearing Advisor. The name and contact information of any witnesses intended to be questioned including a summary of the witnesses Relevant information where applicable. 	Title IX Coordinator and Hearing Officer.
5 Business Days prior to hearing date.	<ul style="list-style-type: none"> Anticipated questions they plan to ask during the hearing (optional). 	Title IX Coordinator and Hearing Officer.
Determination of Responsibility and Sanctions		
<i>All Respondents</i>		
Issued within fifteen (15) Business Days of the date that the hearing is concluded, and within seven (7) business days after the final determination has been made.		
<i>Student Respondents Only</i>		
Impact Statements	Reporting Party and/or Respondent must submit to the Chief Conduct Officer or their designee and the Title IX Coordinator within three (3) Business Days of the date of the Determination of Responsibility	
Chief Conduct Officer or their designee will issue sanctions within five (5) Business Days of referral from Title IX Coordinator and Decision Maker		
For purposes of appeal, the date that sanctions are issued becomes the effective date of the Determination of Responsibility		
<i>All Respondents</i>		
Determination of Responsibility becomes final once 1) any student sanction has been issued and 2) either the deadline to request an		

appeal has expired or a written determination regarding an appeal has been issued		
Appeals		
	<u><i>A Reporting Party or Respondent seeking to appeal must:</i></u>	<u><i>And submit to:</i></u>
3 Business Days from dismissal of Formal Complaint or part of a Formal Complaint.	Submit a complete Request for Title IX Appeal form.	1) Title IX Coordinator and 2) Deputy Title IX Coordinator (Students) or Associate Vice President for Human Resources (Employees).
3 Business Days from date Determination of Responsibility or issuance of student sanctions OR date that recording of hearing provided, whichever is later.	Submit a complete Request for Title IX Appeal form.	1) Title IX Coordinator, 2) Hearing Officer, and 3) Decision Maker.
3 Business Days after outreach from Title IX Coordinator	Review of the name of the assigned Appeals Officer and raise any valid reason that they cannot serve impartially due to bias or conflict of interest.	Title IX Coordinator and Hearing Officer.

PERIODIC REVIEW

Regis College will review this document on a periodic and as-needed basis. Any changes will become effective once an updated Title IX Response and Grievance process is posted to the Regis College website. Additionally, Regis reserves the right to modify the processes contained herein in order to promote an equitable and fair process to all.

EDUCATIONAL PROGRAMMING

Throughout the year, Regis offers the community sexual harassment and sexual assault educational opportunities including, but not limited to:

- Peer Bystander Educators: This is a group of undergraduate students dedicated to preventing acts of harassment and discrimination on campus. They are specifically aimed at being pro-social bystanders and ending sexual misconduct on campus. They work to offer programming and workshops throughout the year.
- Bystander Committee: The mission of the Bystander Intervention Committee is to educate the Regis community to issues of sexual assault and gender misconduct. Through programming, internal and external partnerships, social media engagement, and educational training, the team seeks to equip students, faculty, and staff with the tools to safely intervene as pro-social bystanders. The goal of the committee is to make all members of the community feel safe and valued, which is reflective of the tenets of the Sisters of Saint Joseph of Boston.
- SAVE (Sexual Assault and Violence Education) Week: Hosted by the Bystander Committee, SAVE Week provides educational programming around issues of domestic, relationship, and sexual violence. Programming traditionally has included local and regional speakers, memorial displays, residence-hall programming, and events with Regis Police.

- We See You and You Matter: We See You and You Matter is Regis' bystander intervention program. Through this initiative, members of the Regis community will have the opportunity to participate in bystander intervention training and other programming initiatives and media campaigns that will enhance the bystander movement on campus.
- Online Training: in addition to bystander education, first-year students are required to complete online training through their First-Year Seminar Moodle course.
- Other ongoing programming: poster campaigns and educational sessions are offered throughout the year. Students will be informed of such events through weekly newsletters.

SEX OFFENDER DATA

Students, faculty and staff members can obtain information on registered sex offenders living in the immediate area by contacting the Weston Police Department. General information about the Commonwealth of Massachusetts Sex Offender Registry Board can be found using the following contact information:

MA Sex Offender Registry Board
P.O. Box 392
North Billerica, MA 01862
www.mass.gov/orgs/sex-offender-registry-board
978.740.6400

OVERVIEW OF THE STUDENT CONDUCT PROCESS (NON- TITLE IX VIOLATIONS)

The Student Conduct System and related procedures are distinct and separate from criminal and civil court proceedings and do not provide identical rights to the accused as are available in those proceedings. The Student Conduct System is not designed to be, and should not be expected to function as a court of law.

Regis reserves the right to modify the processes contained herein in order to promote an equitable and fair process to all parties. At times, this may include the opportunity for all parties to take part in a restorative mediation process. This may happen alongside the student conduct process, or as a result of a student conduct hearing, but will not replace it. Student Conduct procedures will be adhered to as faithfully as possible, but variations dictated by circumstances will not invalidate the process.

In addition to the process described here, when an incident involves classroom conduct or violations of academic standards the student will also be subject to the Classroom Code of Conduct as described in the Regis Academic Catalog.

Student conduct matters related to gender discrimination, sexual harassment, sexual assault, domestic violence, dating violence, and stalking are subject to an alternate student conduct process described above in the Sexual Harassment Response and Grievance Process. Student conduct matters related to bias based on race, ethnicity, sexual identity, ability, or other protected identity may be resolved through the Bias Response Protocol in addition to the administrative process below.

There are two forums in which cases are traditionally adjudicated at Regis: An Administrative Hearing or a Conduct Board Hearing. An Administrative Hearing is a conduct hearing conducted

by a trained staff member from the Office of Student Affairs. A case that is referred to the Conduct Board is heard by several trained members of the Regis community.

If a student has a disability and feels they will need an accommodation during this process, they should immediately contact their hearing officer and/or Chief Conduct Officer upon receipt of conduct hearing. All requests for accommodations must be made in writing via email in advance. Consultation may be made with the Office of Accessibility Services regarding any such requests.

Rights as a Student in the Conduct Process

All students (including respondents, victims, or reporting parties) who participate in the student conduct process have the following rights:

1. To receive timely notification of charges against them as well as the outcome of any conduct hearings. Victims of cases have the right to receive notification of the hearing and outcome.
2. To hear and review documentation associated with the case. All case notes are considered internal documents and are the sole property of Regis.
3. To provide additional evidence or information that is relevant to resolving the case.
4. To present a maximum of three (3) witnesses on a student's behalf in a Conduct Board Hearing. Witnesses serve to offer details that substantiate circumstances related to the case. Character witnesses or statements are not permitted. Students must inform the Assistant Dean of Student Affairs/Chief Conduct Officer of the names of their witnesses prior to the hearing date.
5. To privacy in the conduct and record keeping as required by the Family Educational Rights and Privacy Act during the student conduct process. Under certain circumstances, Regis may exercise its right to disclose the results of student conduct hearings. Except in cases of suspension or expulsion, disciplinary information does not become a part of a student's permanent academic record and is normally removed from Regis files and records after a reasonable time period following departure or graduation from Regis.
6. To request an appeal based on the criteria outlined in the Submitting an Appeal Request section of this Handbook.
7. To reasonable accommodations such as having a no-contact order put into place between them and another student, a housing change, or access to campus resources to support their well-being on campus.
8. At no time is the recording of any kind permitted in a student conduct hearing.

Advisor for the Student

All parties involved in a student conduct hearing, including respondents, reporting parties, or witnesses, may have an advisor of their choice present during any conduct process meeting. Advisors are permitted for the sole purpose of providing support to the student during an interview. The advisor may not offer any information, respond to any question, or ask any question. The student must provide the name of their advisor to the hearing office in writing at least 24 hours prior to the scheduled hearing.

Parental or Legal Guardian Notification

Pursuant to the Family Educational Rights and Privacy Act (FERPA), Regis has the option to inform a parent or guardian of any student who is under the age of 21 of any alcohol or other drug violations. Regis may further choose to inform the parent or guardian of other types of incidents that involve violations that may be life threatening or harmful to the student's (or other's) health and general well-being. Parent/guardian notification will either take the form of

an email or phone call, predicated upon the seriousness of the violation and/or urgency of the situation.

STUDENT CONDUCT PROCESS

Notification of Complaint

Incident reports, Campus Police reports, or other written reports indicating violations the Regis Student Handbook and Regis Student Code of Conduct will be referred to the Assistant Dean of Student Affairs/Chief Conduct Officer, who will contact the student(s) in question. These documents serve as formal student conduct complaints against the accused (“respondent”) student.

Investigations may continue beyond the academic semester, if additional time is needed to provide a comprehensive investigation of the incident(s) or materials.

Complaint Referral

The Assistant Dean of Student Affairs/Chief Conduct Officer will refer a complaint to either an Administrative Hearing Officer or the Conduct Board. The Assistant Dean of Student Affairs/Chief Conduct Officer will make this determination based on: a) the request of the complaining student (if applicable); b) the severity of the alleged incident; c) whether the incident involved a respondent student with repeated violations, or; d) whether the incident involved multiple parties, including witnesses.

Notice to Appear

Upon receipt and review of a student conduct complaint, the designated Administrative Hearing Officer will provide the respondent student with a written Notice to Appear. The Notice to Appear will describe the alleged violations and include the time, date, and location of the Administrative Hearing or Conduct Board Hearing.

A respondent student has 24 hours to confirm the time offered by the Administrative Hearing Officer or offer an alternative time they are available. They will receive no more than one reminder about the time of their hearing. A respondent student’s failure to attend or re-schedule will be treated as if the respondent student is not contesting the charges, and a decision will be made based upon the information available.

Students who are called as witnesses or are complainants in an incident will also receive timely notification regarding a time to appear. All summoned parties will be expected to maintain confidentiality regarding the case and the hearing.

Students with disabilities may request reasonable accommodations related to their participation in the student conduct process. A student must make this request in writing to the Director of Office of Student Accessibility Services and the Administrative Hearing Officers prior to the scheduled hearing.

Administrative Hearing

The aim of the Administrative Hearing is to come to a resolution that promotes student accountability and learning. Throughout the Administrative Hearing, the respondent student

may ask questions regarding the charges, the student conduct process, as well as the possible outcomes of the hearing.

An Administrative Hearing process includes, but may not be limited to, the following steps:

1. The respondent student will have the opportunity to review and acknowledge their rights in the hearing process.
2. The Administrative Hearing Officer will introduce themselves and ask if the respondent student has any questions.
3. The Administrative Hearing Officer will inform the respondent student of the alleged violations of the Student Code of Conduct.
4. The respondent student will have the opportunity to read and/or hear the incident report and any supporting documentation regarding the alleged violations. The respondent student will be able to convey their understanding of the event(s).
5. At that time, the respondent student will be asked to enter a plea of “Responsible” or “Not Responsible” to each alleged violation of the Student Code of Conduct.
6. The Administrative Hearing Officer may ask questions to clarify why the respondent student has entered this plea. They may also ask follow-up questions based on the information provided from reports and supporting documents.
7. The Administrative Hearing Officer will seek to work towards an agreement with the respondent student on whether they will be found Responsible or Not Responsible for each alleged charge. If an agreement can be made, the Administrative Hearing Officer may begin to discuss potential sanctions with the respondent student. Determinations of responsibility are made on the basis of a preponderance of the evidence. In other words, 51% of the evidence would need to support a finding that a violation occurred and that the respondent was responsible for that violation.
8. If the Administrative Hearing Officer and the respondent student cannot agree on the respondent student’s responsibility in the incident, the Administrative Hearing Officer may take more time (up to 2 business days after the Administrative Hearing) to determine an outcome.
9. Following the Administrative Hearing, the Administrative Hearing Officer will send a Conduct Outcome Letter to the respondent student via email. The Conduct Outcome Letter will detail the findings of each charge, sanctions (if any), and options for appeal.

During an Administrative Hearing, additional information may become available and based on that additional information the Assistant Dean of Student Affairs/Chief Conduct Officer or designated Administrative Hearing Officer may refer the case to the Conduct Board or the Dean of Students

Conduct Board Hearing

The Conduct Board is composed of three (3) members, specifically one (1) faculty, one (1) staff, and one (1) student. The Dean of Student Affairs and/or the Assistant Dean of Student Affairs/Chief Conduct Officer selects members of the Regis community to be part of the Conduct Board pool. The Conduct Board pool will convene at the beginning of each academic semester for training. Those who have been selected and trained may then be appointed to a Conduct Board Hearing.

The Assistant Dean of Student Affairs/Chief Conduct Officer will select Conduct Board members for each case and arrange the date, time, and location of the Conduct Board Hearing. Respondent students, witnesses, and victims will be given two (2) to three (3) business days’ notice regarding their role in the Conduct Board Hearing.

Respondent students have the right to offer up to three (3) witnesses to be interviewed by the Conduct Board. These names must be supplied to the Assistant Dean of Student Affairs/Chief Conduct Officer at least two business days prior to the scheduled Conduct Board Hearing.

All Conduct Board actions (e.g. findings and sanctions) will be decided by a majority vote.

Conduct Board Hearing Procedure

Each student (complaining student, respondent student, or witness) has the right to meet with the Assistant Dean of Students/Chief Conduct Officer, and/or their designee, to review their rights and responsibilities as outlined in the Regis Student Handbook. During this meeting, various issues can be clarified: the rights of the responding student or complainant, the agenda of the hearing, the appeal process, or any other student concern related to the student and their involvement in the hearing and appeals process. The students are responsible for scheduling this preliminary meeting with the Assistant Dean of Students/Chief Conduct Officer or their designee.

- a. Conduct Board members will meet a half hour in advance to review all incident reports and documentation regarding the incident.
- b. The Chairperson of the Conduct Board (previously assigned by the Assistant Dean of Student Affairs/Chief Conduct Officer) assumes duties of conducting, moderating, and directing the hearing.
- c. At the designated start time, the respondent will be invited into the room. All individuals are introduced.
- d. The Chairperson of the Board reads charges against the respondent and the sections of the Student Code of Conduct that the respondent allegedly violated. The Chairperson of the Board asks for the respondent's plea. If the Conduct Board is hearing the case as an appeal of an Administrative Hearing Officer decision, the Administrative Hearing Officer reads the original sanction letter(s) and the respondent's appeal request.
- e. Incident Report(s) are read by the Chairperson to the respondent(s).
- f. The respondent is given the option to submit their account of regarding the case. The account should be centered on the facts of the case. The Conduct Board may ask any clarifying questions based on the respondent's testimony and/or the evidence of the case. Respondents reserve the right to refuse to answer any questions.
- g. The respondent may submit questions for witnesses and opposing parties through the Conduct Board members. They do not have the opportunity to question witnesses or opposing parties. The respondent must then leave the hearing room while witnesses and opposing parties are called.
- h. Other witnesses and/or victims, including students with information relevant to the incident, are then invited in one at a time. The Conduct Board may ask clarifying questions as needed. The Conduct Board will also ask the questions submitted by the respondent. Conduct Board members reserve the right to re-question those giving accounts of the incident(s) if new information is to appear.
- i. The Conduct Board may then call staff involved in the incident to submit testimony. This includes on-call staff, Campus Police, or other Regis personnel. It does not include confidential advisors to the student. The Conduct Board may ask clarifying questions as needed.
- j. After all witnesses, opposing parties, and staff have been called and have left the hearing room, the respondent will return to the hearing room. The Chairperson will review the testimony and answers to questions of the witnesses, opposing parties, and staff and allow the respondent to respond.

- k. The respondent may then make a final statement. The respondent will then be asked to leave while the board deliberates. The Board Chairperson will give the respondent instructions regarding their outcome notification.

Conduct Board Decisions

At the conclusion of the Conduct Board proceedings, the Board convenes in private to determine a finding. Findings are based on a preponderance of the evidence; in other words, 51% of the evidence would need to support a finding that a violation occurred and that the respondent was responsible for that violation. The Conduct Board submits, in writing, their finding (Responsible or Not Responsible) and sanctions, if any, to the Assistant Dean of Student Affairs/Chief Conduct Officer. The Assistant Dean of Student Affairs/Chief Conduct Officer will review sanctions as well as supporting documentation and may amend the Conduct Board's sanctions in order to establish consistency across the conduct process. Sanctions will be evaluated based on the criteria in Section E (below). Although the Assistant Dean of Student Affairs/Chief Conduct Officer may amend the sanctions, they may not change the Conduct Board's finding.

The Assistant Dean of Student Affairs/Chief Conduct Officer will then send a Conduct Outcome Letter, by email, formally outlining the finding and sanctions to the respondent. Victims of cases will also receive timely notification of a finding.

Sanctions

Consistent with our mission of the formation of the whole person, sanctions are applied in the student conduct process in order to give the alleged student the opportunity to learn and grow more fully. The sanctions listed below offer educational opportunities to the student as well as instill a high level of expectations of Regis students. Sanctions may also be applied that support keeping members of the Regis community safe on campus and within the residence halls.

A student's conduct record is cumulative throughout their enrollment at Regis. Students are expected to complete all sanctions by the outlined deadlines. Students' completion of sanctions will be actively monitored at the discretion of the Office of Student Conduct. Failure to comply with sanctioning may result in further disciplinary sanctions at the discretion of the Office of Student Affairs. The Administrative Hearing Officer and/or Conduct Board determine sanctions based on the following criteria:

1. Alcohol violation sanctioning grid in Student Handbook (if applicable)
2. Student's past conduct history and sanctioning (if any)
3. Severity of violation
4. Opportunity for student learning and development

Sanctions may include a combination of the following:

- **WARNING:** A status in which a student has been found "Responsible" for a violation of the Regis Code of Conduct but will not be issued further sanctions such as educational sanctions or restitution. Additional violations of the same or similar charges will apply in further sanctions.
- **EDUCATIONAL SANCTIONS:** The student will be assigned to complete an activity aimed at helping the student learn and grow from their actions. This may include reflective papers, essays, research, bulletin boards, community programming, or other ideas generated by the Administrative Hearing Officer, the Conduct Board, and/or student.

- **COMMUNITY RESTITUTION:** The student will complete volunteer hours on campus in order to restore the time and damage done to the community. These hours must be signed off by a supervisor and cannot be work/volunteering that the student would have typically completed.
- **FINES:** Fines are applied in cases involving the following:
 - Damage or destruction of property (includes vandalism and/or clean-up charges),
 - A fire code or other space violation,
 - To cover the costs of an educational sanction, or,
 - A student has not completed previously assigned sanction by the written deadline. In these cases, fines will repeat on a weekly basis until the student completes the sanction, except where the Assistant Dean of Student Affairs/Chief Conduct Officer or the Administrative Hearing Officer has granted an extension
 - A student does not appear to a hearing and the Administrative Hearing Officer or Conduct Hearing Board is unable to determine appropriate educational sanctions
 - As deemed appropriate by the Administrative Hearing Officer

Referrals

Referrals may be made to campus resources that will best support the student's learning and long-term growth at Regis. This includes referrals to Health/Counseling Services, Academic Center for Excellence, Financial Aid, Center for Ministry and Service, Director of Diversity and Inclusion or other campus resource. Additionally, students may be referred to a "Conversation Partner" which is a member of the faculty or staff at Regis who will meet with the student a minimum of two times in order to better get to know the student and allow them an interactive opportunity for reflection.

- **EXCLUSION** – The student will be excluded from access to or use of specified Regis activities or premises.
Note: Students or other individuals excluded from campus may face subsequent arrest for trespassing if a violation of the exclusion order occurs. The person hosting this student, if any, also faces sanctions, including but not limited to, suspension or dismissal from Regis .
- **NO CONTACT ORDER OR A CIVILITY AGREEMENT** – The student (s) will be prohibited from communicating with a named individual(s) or must verbally and/or in writing agree to refrain from contact with a named individual(s).
- **RESIDENCE HALL SUSPENSION** – The student will be excluded from the residence halls for a defined period of time, after which the student will be eligible to return. Conditions for return may be specified. Students suspended from housing will not be reimbursed housing costs.*
- **RESIDENCE HALL EXPULSION** – The student will be permanently removed from the residence halls. Students removed from housing will not be reimbursed housing costs. Students removed from housing will have 48 hours to remove all personal items and return room keys, unless another time period is established by the Office of Student Affairs. Items remaining on campus after the given deadline will be disposed of at the student's expense.*
- **PROBATION** – A status under which any subsequent misconduct by the student during the period of probation will likely result in additional discipline including, but not limited to, Suspension or Expulsion from Regis. Parents/guardians may be notified of such sanctions.

This will likely be combined with other sanctions such as educational sanctions and/or exclusions.

- **FINAL PROBATION** – An elevated form of probation in which a student is formally notified that they will face Suspension or Expulsion upon the next infraction of Regis policies. Parents/guardians may be notified of this status.
- **SUSPENSION** – The student will be prohibited from Regis property, attending classes, residing in the residence halls or participating in any Regis activities for a set period of time. A written request to return to Regis on expiration of the suspension must be presented to the Senior Vice President of Student Affairs and Enrollment well in advance of the time when the student wishes to re-enroll. Details of student eligibility to petition for the consideration of reinstatement will be outlined in the student's Conduct Outcome Letter. Upon receipt of a request, the Senior Vice President of Student Affairs and Enrollment will review the request, may ask for additional information and/or documentation, and will make a determination regarding suitability for return. Notifications of suspensions will be sent to appropriate offices, including the student's academic advisor. Parents/guardians may be notified of the decision.*
- **EXPULSION** – The student is permanently removed from their Regis academic program without the option to return (pending appeal). Parents/guardians may be notified of the decision.*
- **SPECIAL SANCTIONS/CONDITIONS** – Regis reserves the right to impose Special Sanctions or Conditions at its discretion. Special Sanctions or Conditions are most often imposed in addition to other disciplinary sanctions (e.g. warnings, probation, final probation, suspension), and not instead of them.*

* Note: A student who receives a sanction of Suspension, Expulsion, Residence Hall Suspension, or Residence Hall Expulsion is not eligible for a refund on their tuition, room, or board.

Conduct Appeals

A student may appeal a conduct outcome based one or more of the following bases:

1. The student was not accorded their procedural rights as outlined in the Regis Student Handbook;
2. New evidence that was unknown or unavailable at the time of the initial hearing/investigation has become available which would have significantly altered its results; or,
3. The sanction imposed is substantially disproportionate to the offense (including any consideration of the student's prior offense(s)).

A student may appeal a sanction as disproportionate to the offense (basis #3 above) only in regard to the following sanctions:

1. Residence Hall Suspension*
2. Residence Hall Expulsion*
3. Suspension
4. Expulsion

*Exclusion from housing on weekends is not considered residential suspension or expulsion and cannot be appealed.

Note: Any initial sanctions imposed will remain in effect until the decision of the appealing body is rendered.

Process for Appeal

Appeal requests must be filed in writing to the Senior Vice President of Student Affairs and Enrollment no later than three (3) business days after receipt of the Conduct Outcome Letter. Failure to submit such a request in the manner prescribed will be deemed a waiver of the right to appeal.

In most cases, the Senior Vice President of Student Affairs and Enrollment's review will consist of a review of the written appeal request, the case file, and written findings of the Conduct Board or Administrative Hearing Officer. In cases involving Suspension or Expulsion, the Senior Vice President of Student Affairs and Enrollment may also review the case personally with the student, any witnesses, or other appropriate parties prior to making a decision.

If the Senior Vice President of Student Affairs and Enrollment believes sufficient evidence exists to proceed, they will refer the appeal to the Conduct Board or another Administrative Hearing Officer to determine the outcome of the appeal. In the event the appeal is of a sanction given by the Conduct Board is overturned by the Senior Vice President of Student Affairs and Enrollment, a new Conduct Hearing Board will be appointed to hear the case.

The Senior Vice President of Student Affairs and Enrollment may render a decision on appeal without referring the appeal to the Conduct Board or another Administrative Hearing Officer where:

- a. A student is appealing based upon procedural error or new evidence (basis #1 or basis #2);
- b. The Conduct Board is not in session, (e.g. final exams, academic break periods, periods at the start of each semester prior to the convening of the Conduct Board);
- c. The Conduct Board is unable to conduct its proceedings according to the provisions of the outlined this Handbook;
- d. The number of cases to be heard cannot be scheduled in a timely manner;
- e. The case involves a special need for confidentiality;
- f. The case involves an alleged Title IX violation.

All decisions on appeal are final.

Violations of a Special Nature

It is the intention of Regis to create policies for the protection and well-being of the community. However, at certain times, situations of a special nature arise that may require investigation and administrative action beyond that which is specified in the Student Handbook. Depending on the nature of the incident, the investigation and hearing may be removed from the traditional student conduct system and the Senior Vice President of Student Affairs and Enrollment will have the sole and unreviewable discretion to conduct hearings and impose sanctions as they may deem appropriate.

Suspension Pending Investigation

In cases of serious misconduct, the Senior Vice President of Student Affairs and Enrollment or their designee may impose a Suspension of a student pending further investigation or until further notice ("Suspension Pending Investigation"). During this time, the student is prohibited from being on campus or being involved in student events. The Senior Vice President of Student

Affairs and Enrollment may take this action where there are allegations of serious misconduct and/or it appears that the student's continued presence on campus may present unreasonable risk of danger to themselves and/or the community. A student so sanctioned must leave campus immediately pending further notice.

A Suspension Pending Investigation shall remain in place until a hearing or other student conduct processes occur. Upon review, the Administrative Hearing Officer may decide to render a decision without conducting a hearing, in the interest of the safety and welfare of the campus community.

Administrative Evaluation

If it is determined by the administration that a student's behavior indicates that they lack the capacity to understand the nature of the charges against them, respond to those charges, participate in the student conduct process, or if they poses a danger to self or others, the case will be referred to the Senior Vice President of Student Affairs and Enrollment, who will schedule an evaluation of the student by appropriate medical or mental health care professionals on or off campus.

The Senior Vice President of Student Affairs and Enrollment will convene an evaluation team (Regis's mental health services and other administrators involved in the situation) to determine the best course of action for the student, whether the student should remain at Regis, and if so, under what conditions.

In situations where it is believed that a student's behavior or threatened behavior poses a danger of causing imminent harm to others, the Senior Vice President of Student Affairs and Enrollment may issue an immediate Suspension.

SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS

The Regis College Police believes it is more beneficial to prevent crimes than to react to them after the fact. A primary vehicle for accomplishing this goal is the Regis Police comprehensive crime prevention program. These programs are based on the Community Policing philosophy of enhancing campus safety by partnering with students and employees to be responsible for their own security and the security of others.

The following is a listing of the crime prevention programs practiced by Regis College:

1. **Personal Safety Escort Program:** provides personal safety escorts for persons walking from one point on campus to another point on campus whenever personal safety is a concern.
2. **New Student Orientation:** Regis Police staff present crime awareness and prevention information as part of the college formal orientation programs for new students.
3. **Residence Hall Security:** The Campus Police Community Policing Team works closely with the Department of Residential Life to promote safety in the residence halls through training and education of staff and residents.
4. **Emergency Blue Light Telephones:** Direct line of communications to campus police located throughout the campus.
5. **Crime Prevention Presentations:** Specially trained officers present frequent crime awareness and prevention programs in residence halls and elsewhere on campus

throughout the year. Programs are tailored to the particular interests of student, faculty, or staff groups.

6. **New Employee Orientation:** New employees are provided with campus safety and security information.
7. **Rape Awareness, Education and Prevention:** The Campus Police provides specially trained officers who present programs dealing with domestic violence, and sexual assault.
8. **Parking:** Officers regularly patrol lots on campus. Commuter safety information is provided by the Campus Police. Campus Police regularly check emergency phones, closed circuit cameras (CCTV) and exterior lighting in all lots.
9. **Security and Fire Alarm Systems:** A sophisticated computer-enhanced alarm system monitors a campus-wide network of intrusion, fire and duress alarms.
10. **Security Surveys:** Physical and operational security surveys are conducted by Regis Police Officers to assist members of the College Community to improve the security of their study and work places and personal belongings.
11. **Facilities Surveys:** Comprehensive program designed to identify and correct deficiencies in exterior lighting, locking hardware and safety of the grounds is conducted by Police Officers on an ongoing basis.
12. **Community Police Team:** Working closely with residential life staff, student leaders and employee groups, College Police Officers address safety and security issues on campus. Special emphasis is given to maintenance of campus lighting and emergency telephones, directed patrols of potential trouble spots, and facilitating the exchange of ideas and information designed to enhance safety and security, especially in the residence hall communities.
13. **Public Awareness:** Crime prevention and safety tips offered through the various methods to include social media, printed materials, personal engagement.

CRIME PREVENTION SAFETY TIPS

- Stay alert at all times.
- Run or walk with a partner or a group, and be aware of your surroundings.
- Program your cell phone with the emergency number for the Campus Police (781)768-7777.
- Avoid unpopulated areas, deserted streets, and overgrown trails. Especially avoid poorly lighted areas at night.
- If you think you are being followed, change direction and head for populated areas. If you're driving, drive to a police or fire station, or well lit open business.
- Do not allow strangers entry into your residence hall. Don't let them "piggyback" when you use your Regis Card when accessing your residence hall.
- Prevent Crimes of Opportunity. Secure your personal property, especially expensive and easily transportable items.
- Always lock your door. Whether you are "just down the hall for a minute", or out of the building. Ask your roommates to do the same.
- Park in well-lighted areas, near sidewalks or walkways.
- Approach your car with the key in hand. Look around and inside the car before getting in.
- If you see something, say something.

REGIS COLLEGE ALCOHOL POLICY AND SUMMARY OF STATE ALCOHOL LAWS

Regis complies with all aspects of Massachusetts General Law, Chapter 138. Those who do choose to consume alcohol shall do so in a way that is legal, responsible and does not jeopardize the safety and well-being of the individual and the community.

The following is a summary of the current law of Massachusetts pertaining to alcoholic beverages set forth in Massachusetts General Law, Chapter 138:

- To lawfully purchase or possess any alcoholic beverages in Massachusetts a person must be of legal drinking age (21).
- Any purchase or arrangement with another person to purchase or procure alcoholic beverages by a person who is less than 21 is punishable by a fine of \$300.00 *and mandatory 180 day suspension of driver's license*.
- Any person who transfers, alters, or defaces any such identification, or who makes, uses, carries, sells, or distributes a false identification card, or furnishes false information in obtaining such a card, shall be guilty of a misdemeanor punishable by a fine of \$300 and a mandatory 180 day suspension of driver's license. Such persons are subject to immediate arrest.
- Any person under 21 who transports or carries on their person an alcoholic beverage is committing a crime punishable by a fine of \$150.00 and may be arrested without a warrant.
- Any licensed establishment, patron of licensed establishment or any other person who procures an alcoholic beverage for a person under the age of 21 is committing a crime punishable by a fine of \$2,000.00 or a maximum of 1 year imprisonment, or both.
- No person shall appear in a state of intoxication in a public place, or disturb the peace in any place while intoxicated.
- No person shall operate a motor vehicle while under the influence of alcoholic beverages.

In compliance with Massachusetts law, Regis adheres to the following policies:

Underage Drinking

- a. Underage students are not permitted to consume or possess alcohol and must accept responsibility for their behavior if Regis policies and/or state laws are violated.
- b. Individuals who are 21 years of age or older cannot purchase or provide alcohol for individuals under the age of 21, and must accept responsibility for their behavior if Regis policies or state laws are violated.
- c. Alcohol is not permitted in Angela Hall. Angela Hall is a dry residence hall, as it is predominantly occupied by underage students.
- d. Empty alcohol containers (cans, bottles, boxes, shot glasses, packets) are prohibited in Angela Hall and those rooms on campus that are occupied by first-year undergraduate students

Responsible Alcohol Consumption

- a. All community members who are 21 years of age or older who choose to drink alcoholic beverages are expected to do so responsibly. Regis will make an ongoing effort to

educate the community about responsible consumption from a health, safety, and legal viewpoint and students must accept responsibility as follows:

- b. Substantial quantities of alcohol, such as kegs, handles, funnels, luges, cases of beer (24, 30, 36 packs), and beer balls, are not permitted on campus.
- c. Students who are age 21 or older are permitted the following amounts of alcohol per person within the residence halls:
 - i. one six-pack of beer per of-age person or
 - ii. one 750 mL bottle of wine per of-age person or
 - iii. one 750 mL bottle of hard alcohol per of-age person.
- d. Alcohol and open containers are not permitted in common areas, such as hallways, lobbies and lounges. Students aged 21 or older, who chose to drink alcohol, must do so within their residence hall rooms or at designated functions.
- e. Drinking games or other paraphernalia that encourages rapid or dangerous drinking are prohibited. This includes but is not limited to funnels, drinking tables, ice luges, and beer pong.
- f. Residence Life staff and Campus Police reserve the right to inspect suspicious containers.
- g. Regis staff may confiscate beverages and related materials that are in violation of Regis policies and regulations.
- h. Regis students and guests who are clearly intoxicated and/or in potentially life-threatening situations will be treated as overdose victims and may be taken to the hospital. Campus Police, in conjunction with the Office of Student Affairs Staff, reserves the right to perform a field sobriety test. Intoxicated students forfeit the right to refuse medical treatment. If a student is transported to the hospital, regardless of age, their parent/guardian will be notified by Regis staff of the incident.
- i. Residential students transported to the hospital for alcohol intoxication will be required to meet with a member of the Student Affairs staff the following business day.

Alcohol and Guests of Regis

- a. Guests of students must honor all Regis policies and it is the responsibility of the student to notify their guests of that responsibility. If guests are planning to drink alcohol while on campus (provided they are of legal age), a designated driver should be chosen early in the evening. Guests who are removed from campus due to over-intoxication face sanctions including, but not limited to, being banned from campus. Regis will not assume responsibility for intoxicated guests. If guests are too intoxicated to drive, plan to:
 - i. send the individual home in a taxi
 - ii. notify the Regis Campus Police
- b. Off campus guests are not permitted to bring alcohol to campus.
- c. Alcohol is not permitted in Angela Hall, regardless of age.
- d. Guests under the age of 21 may not bring alcohol to their host's room.
- e. Regis students that are 21 years of age may not bring alcohol into rooms where the host is under 21 years of age.

- f. Guests found in violation of the Regis alcohol policy will be removed from campus.
- g. Students are responsible for damages and/or cleaning costs incurred as a result of their own and/or their guest's behavior.

Alcohol and Maria Hall Suites

- a. Residents of the suites who are 21 years of age may have alcohol within their bedroom. The alcohol must be within the personal consumption limits as described in the student handbook.
- b. If more than 50 percent of the students in a room are over 21 years of age, students may have alcohol in the common area (i.e. this is equal to three students in a 4- person suite or four students in a 6-person suite). The amount of alcohol cannot surpass the amount of personal consumption permitted per the student handbook.
- c. Regis students that are guests of suite residents may bring alcohol to a suite only if the host and the guest are 21 years of age.
- d. Off campus guests may not bring alcohol to a suite, regardless of age.

Alcohol at Regis Functions

- a. A government issued military identification card, United States Passport, valid Massachusetts driver's license, or a Massachusetts Liquor Purchase Card are the only legally acceptable identification cards for establishing proof of age for Regis students and their guests. An individual may be refused service if their ID has been tampered with, is excessively damaged, or cannot be verified.
- b. Only beer and wine can be served at functions for Regis students.
- c. No one who is intoxicated may be served/given an alcoholic beverage.
- d. Staff reserves the right to refuse service to any attendee.
- e. Alcoholic beverages may only be served one drink at a time.
- f. Non-alcoholic beverages must be available in at least the same quantity as alcoholic beverages.
- g. Food must be available whenever alcohol is being served.
- h. A pre-determined limit on the amount of alcohol available at a function will be set prior to any on-campus event.

COLLEGE SANCTIONS FOR VIOLATION OF ALCOHOL REGULATIONS

Students alleged to have violated the Regis Alcohol Policy will be subject to the disciplinary process described in the Student Handbook and may be administered the following sanctions listed in the table below. Regis reserves the right to impose more serious sanctions, up to and including expulsion, where Regis determines that the circumstances warrant such sanctions. Regis reserves the right to notify a student's parent/guardian of any student conduct matter involving alcohol.

In determining sanctions, both the severity of the case as well a student's past conduct history in alcohol use or any other matters will be considered. Violations and resulting sanctions are cumulative across a student's career regardless of violation category.

Underage Possession/Consumption of Alcohol, Hosting and Intoxicated Guest Provide		Large Quantity or Restricted Drinking, Guest Violations	Irresponsible Drinking, Providing Alcohol to a Minor
1st Violation	Written warning, disciplinary probation, community restitution, and/or educational sanction	Written warning, disciplinary probation, community restitution, and/or educational sanction	Written warning, disciplinary probation, community restitution, and/or educational sanction, referral
2nd Violation	Probation, educational project/reflection, and referral	Disciplinary/housing probation, suspension, educational project, referral, and potential exclusion	Disciplinary probation, suspension, mandated counseling referral, educational sanction/reflection, potential exclusion
3rd Violation	Final probation, meeting with Assistant Dean of Student Affairs, mandated counseling referral, educational project, other referral, and potential exclusion	Final probation, meeting with Assistant Dean of Student Affairs, mandated counseling referral, educational project, and other referral	Final probation, housing probation/suspension, meetings with Assistant Dean of Student Affairs, mandated counseling referral, educational project, other referral, and potential exclusion
4th Violation	Final probation or suspension, meetings with Assistant Dean of Student Affairs, housing suspension, attend three or more sessions with alcohol educator/counselor, Other referrals as deemed necessary	Final probation or suspension, meetings with Assistant Dean of Student Affairs, housing suspension, attend three or more sessions with alcohol educator/counselor, community restitution, other referrals and potential exclusions as deemed necessary	Final probation or suspension, meetings with Assistant Dean of Student Affairs, housing suspension, attend three or more sessions with alcohol educator/counselor, community restitution, other referrals and potential exclusions as deemed necessary

Responsible Action (Amnesty Policy)

It is expected that all members of the Regis community express care and concern for their neighbor. A student who seeks help of a Regis staff member or medical personnel for themselves or another person due to use or abuse of alcohol or drugs will not be subject to student conduct actions for minor alcohol or drug policy violations. Amnesty for minor violations of the student code of conduct is also extended to those who call for help in a serious incident such as violence, harm, or injury to another student or the Regis community. The Office of Student Conduct does reserve the right to meet with any student regarding their report or an alleged abuse from the standpoint of education, care, and concern.

Alcohol Support And Education Resources

Any time alcohol or other drugs are used, the risk for health problems increases. These problems can cause personal harm, injury or even death. The use and abuse of alcohol can negatively affect one's academic success. Regis College provides educational programs and services on alcohol abuse for all students. Health and Counseling Services, located in Maria Hall, provide on-campus counseling as well as referral to outside counseling services for students with dependency issues. Further information about on-campus and off-campus assistance may be obtained in person at Counseling Services or by calling 781-768-7290.

POLICY ON ILLEGAL/ILLCIT DRUGS

The use of illicit and illegal drugs is dangerous and irresponsible to both self and community. Regis strongly prohibits the possession, use, distribution, or sale of illegal or illicit drugs (to include marijuana), and the misuse of prescription drugs. Students suspected of these behaviors will be subject to an investigation and disciplinary sanctions. Allegations of the presence of illegal drugs and controlled substances on campus will be reported to Campus Police, who will make the determination as to appropriate legal sanctions to include: whether a search is warranted of the person, vehicle, residential space, locker, etc. Evidence supporting a search may include odor or the presence of items typically used to disguise or eliminate odor, the presence of paraphernalia and/or physical signs of impairment.

Regis Police and Student Affairs Staff reserve the right to impose sanctions if the aroma or residue of a drug/banned substance is found on a person, companion, in a residence hall assignment, in an assigned commuter locker or elsewhere on the campus premises. A student may not be under the influence of an illegal or controlled substance at any time. Indications that an individual is under the influence of an illegal or controlled substance may include, but are not limited to: altered mental status, bloodshot eyes, strong odor or marijuana or other illicit drugs on the person's clothing or breath, excessive mood swings, or inability to act or function as they normally would. Any student who is believed to be in class or a Regis sanctioned event under the influence of an illegal or illicit substance will be asked to leave and subject to action under the student conduct process.

The possession of drug paraphernalia is prohibited at any time on college premises and as part of any college activity. No evidence of actual drug use involving paraphernalia is necessary to be subject to disciplinary sanctions by the College. Drug paraphernalia includes, but is not limited to: electronic smoking devices manufactured for the delivery of marijuana, bongs, hookah pipes, bowls, scales, pipes, syringes, roach clips or any other item typically associated with the use of controlled substances.

Colleges and universities must comply with the federal Drug-Free Schools and Communities Act, which prohibits all marijuana use, possession and/or cultivation (to include for medical use) at educational institutions in receipt federal funds.

Further, although Massachusetts legalized the possession of small amounts (up to 1 ounce) of marijuana for people over 21 years of age (remains illegal for under 21), the possession, cultivation, and/or use of marijuana to include edibles are prohibited on the Regis campus, housing or property, any university sponsored event or activity off campus.

Students found in violation will be subject to the student conduct process.

All illegal/illicit drugs, including marijuana, marijuana edibles, and marijuana paraphernalia will be confiscated by Regis Police and destroyed.

SANCTIONING GUIDELINES

Violators of the Regis College Illegal/Illicit Drug Policy are subject to Regis student conduct procedures, including but not limited to educational sanctions, participation in a drug rehabilitation program, referral to Health Services, suspension/ expulsion from campus housing and/or the Regis campus, or other sanctions deemed appropriate by the hearing officer or conduct board as outlined by the sanctioning guidelines in listed below. Violators are also subject to local, state and Federal law. If a student or their guest uses, sells, or possesses drugs or controlled substances, both the student and their guest are liable to public law enforcement actions and/or conduct sanctions.

In determining sanctions, both the severity of the case as well a student's past conduct history in alcohol, other drugs, or any other matters will be considered.

Violations and resulting sanctions are cumulative across a student's career regardless of violation category.

Violation	Odor	Drug Paraphernalia	Possession, Use	Distribution or Intent to Distribute
First Violation	Warning; Educational sanction	Educational sanction; Disciplinary probation	Disciplinary probation; Health Services referral; Educational sanction	Housing suspension /expulsion; College suspension; Drug assessment with local agency; final probation throughout time at Regis
Second Violation	Disciplinary probation, Health Services referral; Educational sanction	Disciplinary probation, Health Services referral; Educational sanction	Drug assessment with local agency; housing probation for one year; fine	Suspension/ expulsion from housing and/or the College
Third Violation	Housing probation; weekend exclusions; fine	Housing probation /suspension; weekend exclusions; fine	Final probation for 2 years/housing suspension; weekend exclusions, fine	

The Department of Athletics reserves the right to modify this policy and student conduct process based on the severity of the violation. Suspensions administered at the end of a season will be served in the next season of competition.

DRUG SUPPORT AND EDUCATION RESOURCES

Any time alcohol or other drugs are used, the risk for health problems increases. These problems can cause personal harm, injury or even death. The use and abuse of illegal and controlled substances can negatively affect one's academic success. Regis College provides a multitude of educational programs on substance abuse. Counseling Services, located in Maria Hall, provides referral to outside counseling services for students with dependency issues. Further information about on-campus and off-campus assistance may be obtained in person at Counseling Services or by calling 781-768-7290.

Off Campus Drug Resources

- Alcoholic Anonymous: www.aa.org
- St. Elizabeth's Comprehensive Addiction Program (SECAP) 617 789 2574
- National Institute on Drug Abuse- (Education Resources) <http://www.nida.nih.gov/>
- Massachusetts Substance Use Help Line: 1-800-327-5050
- Narcotics Anonymous: www.na.org

SUMMARY OF LEGAL SANCTIONS COVERING DRUG ABUSE

Local, state, and federal laws make illegal use of drugs crimes. Convictions can lead to formal sanctions to include imprisonment, fines, and assigned community service. A felony conviction for such an offense can prevent a person from entering many fields of employment or professions and also cause a person to be ineligible for federal grants and loans for up to several years.

Massachusetts has criminal penalties for the use of controlled substances or drugs, with penalties varying with the type of drug. In general, narcotic, addictive, and drugs with a high potential for abuse have heavier penalties.

Possession of drugs is illegal without authorization. While penalties for possession are generally not as great as those for manufacture and distribution of drugs, possession of a relatively large quantity may be considered possession with intent to distribute. Under both state and federal laws, penalties for possession, manufacture, and distribution are much greater for second and subsequent convictions. Many laws dictate mandatory prison terms and the full minimum term must be served.

Under federal law, distribution of drugs to persons under twenty-one is punishable by twice the normal penalty with a mandatory imprisonment. These penalties apply to distribution of drugs in or within 1,000 feet of a college or school.

Federal laws set substantially higher prison sentences for the manufacture and distribution of drugs if death or serious injury results from the use of the substance.

MISSING STUDENT NOTIFICATION POLICY FOR STUDENTS WHO RESIDE IN ON-CAMPUS HOUSING

If a member of the Regis College community has reason to believe that a student who resides in on-campus housing is missing, they should **immediately** notify Regis College Police. Regis College Police will generate a missing person report and initiate an investigation.

If it has been determined that the student is in fact missing and has been missing for more than 24 hours, Regis College Police will notify the Weston Police Department) and the student's Missing Person Contact no later than 24 hours after the student is determined to be missing. If the missing student is under the age of 18 and is not an emancipated individual, or is endangered, Regis will notify Weston Police and the student's parent or legal guardian immediately after a determination that the student has been missing.

Missing Person Contact - students residing in on-campus housing have the option to identify (confidentially) an individual to be contacted by Regis in the event the student is determined to be missing for more than 24 hours. If a student has identified such an individual, Regis will notify that individual no later than 24 hours after the student is determined to be missing. Students who wish to identify a confidential contact can do so through the Regis Housing web site

DISTRIBUTING CRIME STATISTICS

Numerous efforts are made to advise members of the Regis College campus community on a timely basis about campus crime and crime-related problems.

These efforts include the following:

1. Annual Campus Safety Report - This report is published annually and distributed throughout the college community via posting on the college's website.
2. A hardcopy is available upon request to the campus police.

CRIMES AND RELATED DISCIPLINARY PROCEEDINGS

Upon written request, Regis College will disclose to the victim of a crime of violence or sex offense, the results of any disciplinary proceeding against the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for the purposes of this section.

CRIME STATISTICS

Regis College Police Officers enter all reports of all crime incidents directly into the department's Records Management System. Regis College Police may also receive Incident Reports from a variety of staff throughout campus who are identified as Campus Security Authorities. Once a report is received, the Director of Public Safety or designee will review the report for inclusion in the College's Annual Security Report (also known as the Clery Report.)

The Regis College Police Department maintains a close working relationship with the Weston Police Department. The Weston Police Department will notify Regis College Police if there are Clery crimes committed in the town that impacts our Weston campus.

DEFINITIONS USED FOR REPORTABLE CRIMES

Note: Definitions of Clery reportable crimes (with noted exceptions) are provided by the FBI's Uniform Crime Reporting (UCR) Program. Definitions for Domestic Violence, Dating Violence and Stalking are provided by the Violence Against Women's Act (VAWA.) It should be noted that definitions for these offenses used by Massachusetts may differ from the FBI's or VAWA.

1. Murder and Non-negligent Manslaughter: *The willful (Non-negligent) killing of one human being by another.*

2. Negligent Manslaughter: *The killing of another person through gross negligence.*

3. Sexual Assault (Sex Offences): *Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. Reportable sexual assaults for this report include the four following acts: Rape, Fondling, Incest, and Statutory Rape.*

a. Rape. *The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without consent of the victim.*

b. Fondling. *The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or temporary or permanent mental incapacity.*

c. Incest. *Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.*

d. Statutory Rape. *Non-forcible sexual intercourse with a person who is under the statutory age of consent (16 years old in Massachusetts.)*

4. Robbery: *The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.*

5. Aggravated Assault: *An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)*

6. Burglary: *The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.*

7. Motor Vehicle Theft: *The theft or attempted theft of a motor vehicle.*

8. Arson: *Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.*

9. Liquor Law Violations: *The violation of laws or local ordinances prohibiting the manufacture, sale, transportation, purchase, possession, or use of alcoholic beverages. (Drunkenness and driving under the influence are not included in this definition.)*

10. Drug Abuse Violations: *Violations of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.*

11. Weapons: Carrying, Possessing, etc. *The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.*

12. Dating Violence- *violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition-*

- *Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.*
- *Dating violence does not include acts covered under the definition of domestic violence.*

13. Domestic Violence: (VAWA definition) *is defined as a a felony or misdemeanor crime of violence committed-*

- a. By a current or former spouse or intimate partner of the victim;*
- b. By a person with whom the victim shares a child in common;*
- c. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;*
- d. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;*
- e. By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime occurred.*

14. Stalking: *is defined as engaging in a course of conduct (two or more acts) directed at a specific person that would cause a reasonable person to-*

- a. Fear for the person's safety or the safety of others; or*
- b. Suffer substantial emotional distress.*

15. Hate Crime: *Is defined as a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.*

ANNUAL CLERY REPORTING STATISTICS 2020-2022

Offense	Year	On-Campus Property (includes student housing)	On-Campus Student Housing	Off-Campus Property	Public Property	Total Offenses
Murder/Non Negligent Manslaughter	2022	0	0	0	0	0
	2021	0	0	0	0	0
	2020	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0
	2021	0	0	0	0	0
	2020	0	0	0	0	0
Rape	2022	1	1	0	0	1
	2021	1	1	0	0	1
	2020	0	0	0	0	0
Fondling	2022	3	3	0	0	3
	2021	2	2	0	0	2
	2020	0	0	0	0	0
Incest	2022	0	0	0	0	0
	2021	0	0	0	0	0
	2020	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0
	2021	0	0	0	0	0
	2020	0	0	0	0	0
Robbery	2022	0	0	0	0	0
	2021	0	0	0	0	0
	2020	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0
	2021	0	0	0	0	0
	2020	0	0	0	0	0
Burglary	2022	0	0	0	0	0
	2021	0	0	0	0	0
	2020	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0
	2021	0	0	0	0	0
	2020	0	0	0	0	0
Arson	2022	0	0	0	0	0
	2021	0	0	0	0	0
	2020	0	0	0	0	0
Domestic Violence	2022	0	0	0	0	0
	2021	0	0	0	0	0
	2020	0	0	0	0	0
Dating Violence	2022	2	2	0	0	2
	2021	1	1	1	0	2
	2020	0	0	0	0	0
Stalking	2022	3	3	0	0	3
	2021	2	2	1	0	3
	2020	0	0	0	0	0
Unfounded Crimes	2022	0	0	0	0	0
	2021	0	0	0	0	0
	2020	0	0	0	0	0

HATE CRIME REPORTING

The statistics in the Hate Crime charts are separated by category of bias. Additionally, if a hate crime occurs where there is an incident involving intimidation, vandalism, larceny, simple assault or other bodily injury, the law requires that the statistic be reported as a hate crime even though there is no requirement to report the crime classification in any other area of the compliance document. A hate or bias-related crime is not a separate, distinct crime, but is the commission of a criminal offense which was motivated by the offender's bias.

HATE CRIMES- ON-CAMPUS BUILDING OR PROPERTY (INCLUDES STUDENT HOUSING)

Offense	Year	Race	Religion	Sexual Orientation	Gender	Disability	Ethnicity	National Origin
Murder/Non Negligent Manslaughter	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Arson	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Simple Assault	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Larceny-theft	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Intimidation	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Destruction, Damage, Vandalism	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0

HATE CRIMES- ON-CAMPUS STUDENT HOUSING

Offense	Year	Race	Religion	Sexual Orientation	Gender	Disability	Ethnicity	National Origin
Murder/Non Negligent Manslaughter	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Arson	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Simple Assault	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Larceny-theft	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Intimidation	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Destruction, Damage, Vandalism	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0

HATE CRIMES- OFF-CAMPUS PROPERTY

Offense	Year	Race	Religion	Sexual Orientation	Gender	Disability	Ethnicity	National Origin
Murder/Non Negligent Manslaughter	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Arson	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Simple Assault	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Larceny-theft	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Intimidation	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Destruction, Damage, Vandalism	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0

HATE CRIMES-PUBLIC PROPERTY

Offense	Year	Race	Religion	Sexual Orientation	Gender	Disability	Ethnicity	National Origin
Murder/Non Negligent Manslaughter	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Arson	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Simple Assault	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Larceny-theft	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Intimidation	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
Destruction, Damage, Vandalism	2022	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0

ALCOHOL, DRUGS, & WEAPONS VIOLATIONS ARRESTS

Offense	Year	On-Campus Building or Property (includes student housing)	On-Campus Student Housing	Total on Campus	Off-Campus Building or Property	Public Property	Total Arrests
Liquor Law Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Drug Violations Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
Weapon Violations Arrests	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

ALCOHOL, DRUGS, & WEAPONS VIOLATIONS DISCIPLINARY REFERRALS

Offense	Year	On-Campus Building or Property (includes student housing)	On-Campus Student Housing	Total On-Campus	Off-Campus Building or Property	Public Property	Total Referrals
Liquor Law Referrals	2022	6	6	6	0	0	6
	2021	3	3	3	0	0	3
	2020	0	0	0	0	0	0
Drug Law Referrals	2022	0	0	0	0	0	0
	2021	2	2	2	0	0	2
	2020	0	0	0	0	0	0
Weapon Law Referrals	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0

REGIS COLLEGE DENTAL CENTER –WALTHAM, MA

The Regis College Dental Center is an educational facility that provides clinical labs for students enrolled in the dental hygiene program and offers affordable dental care services to residents of Waltham and the surrounding community. Services are open to the public and provided by Regis dental hygiene students under direct supervision of dental hygiene educators and a supervising staff dentist.

The Regis College Dental Center is located on the first floor of 1432 Main Street in Waltham, MA. The building is a privately owned multi-tenant office building located within a privately owned and managed office park. The center operates Monday and Wednesday from September through November, and Monday through Thursday from January to April. There are no Regis residential facilities at the Dental Center.

DENTAL CENTER PUBLIC SAFETY RESPONSE AND CRIME REPORTING

Immediate public safety response for the Dental Center is provided by the City of Waltham's Police, Fire and EMS services.

The emergency number for police, fire, and/or medical emergencies is: 911.

The number for general public safety at Waltham Police is: 781 893-3700

The number for non-emergency Regis College Police is 781-768-7111

Dental staff will inform the Regis Police of any reported crimes involving the Dental Center's property or its personnel. Regis Police will provide follow up response and/or support for any crime reported at the Dental Center.

Incidents and crimes can also be reported to employees designated as Campus Security Authorities as previously defined in this report.

All members of the Regis Dental Center may also report crimes or other issues of misconduct through Regis' online Reporting Tool, at: <https://regiscollege.guardianconduct.com/incident-reporting>

SECURITY OF DENTAL CENTER FACILITIES

Access to the inner dental center is controlled via electronic card reader and locking system. Only students and staff of the Dental Center may gain access through this system. Security cameras at the Dental Center are remotely monitored by the Regis Police.

DENTAL CENTER EMERGENCY NOTIFICATION SYSTEM

In cases of a known emergency or significant threat, Regis College will issue prompt notices to the Regis Community to include the Dental Center. The notification system is previously described in this report. Students and staff of the Dental Center are also encouraged to subscribe to the City of Waltham's emergency alert system at:

<https://public.coderedweb.com/CNE/en-US/BFC6BD56D6AA>

DENTAL CENTER SEXUAL MISCONDUCT AND GENDER DISCRIMINATION- TITLE IX

Students and staff of the Dental Center are held to the same Title IX standards as those required on the main campus. The sexual misconduct definitions, conduct, reporting requirements, process, procedures, and resources are the same as described earlier for the main campus.

DENTAL CENTER SEX OFFENDER DATA

Students, faculty, and staff can obtain information on registered sex offenders living and or working in the immediate area of the Dental Clinic by contacting the Waltham Police Department: 781 893-3700, www.city.waltham.ma.us/police-department/pages/sex-offender-registration or the Commonwealth of Massachusetts Sex Offender Registry Board: 978 740-6400, www.mass.gov/orgs/sex-offender-registry-board.

DENTAL CENTER STUDENT CONDUCT PROCESS

The student code of conduct, conduct system and hearing procedures for the Dental Center are the same as used for the main campus as previously described in this report. This includes Regis' policy on alcohol and drug violations.

REGIS COLLEGE DENTAL CENTER CRIME STATISTICS 2020-2022:

The following report provides crime statistics for selected crimes that have been reported to local police agencies or to campus security authorities regarding the Regis College Dental Center located at 1432 Main St Waltham, MA . *The Dental Center is a non-residential program.

OFFENSES	2020			2021			2022		
	On-Campus	Public Property	Off-Campus	On-Campus	Public Property	Off-Campus	On-Campus	Public Property	Off-Campus
Murder/Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
<i>Rape</i>	0	0	0	0	0	0	0	0	0
<i>Fondling</i>	0	0	0	0	0	0	0	0	0
<i>Incest</i>	0	0	0	0	0	0	0	0	0
<i>Statutory Rape</i>	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
VAWA OFFENSES									
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
ARRESTS									
Weapons	0	0	0	0	0	0	0	0	0
Drugs	0	0	0	0	0	0	0	0	0
Alcohol	0	0	0	0	0	0	0	0	0
REFERRALS									
Weapons	0	0	0	0	0	0	0	0	0
Drugs	0	0	0	0	0	0	0	0	0
Alcohol	0	0	0	0	0	0	0	0	0
HATE CRIMES									
Murder/Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
<i>Rape</i>	0	0	0	0	0	0	0	0	0
<i>Fondling</i>	0	0	0	0	0	0	0	0	0
<i>Incest</i>	0	0	0	0	0	0	0	0	0
<i>Statutory Rape</i>	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Larceny	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0	0	0	0

ANNUAL FIRE SAFETY REPORT

The Higher Education Act and Clery Act require institutions to disclose annual fire reports and submit them to the Department of Education. Regis College prepares an annual mandated fire report that contains the following information:

- Fire Statistics for each student housing facility.
- A description of each on-campus student housing facility fire safety system.
- The number of fire drills held during the previous calendar year.
- Policies and rules regarding portable electrical appliances, smoking and open flames in a housing facility.
- Procedures for student housing evacuation in the case of a fire.
- Policies regarding fire safety education and training programs provided to the students and/or employees.
- List of persons or individuals to which students and employees should report that a fire occurred.
- Plans for future improvements in fire safety, if determined by the college.
- Fire logs and journals.

DEFINITIONS

- **Fire:** According to Higher Education Act, a fire is defined as “any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.”
- **Cause Of Fire:** The factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an unintentional or intentional action, mechanical failure, or act of nature.
- **Unintentional Fire:** A fire that does not involve an intentional human act to ignite or spread fire into an area where the fire should not be.
- **Intentional Fire:** A fire that is ignited, or that results from a deliberate action, in circumstances where the person knows there should not be a fire.
- **Undetermined Fire:** A fire in which the cause cannot be determined.
- **Fire Related Injury:** Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting rescue, or escaping from the dangers of fire. The term “person” may include students, employees, visitors, firefighters, or any other individual.
- **Fire Related Death:** Any instance which a person is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of fire; or dies within one year of injuries sustained as a result of the fire.
- **Value Of Property Damage:** The estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. This estimate should include contents damaged by fire, and related damages caused by smoke, water, and overhaul; however it does not include indirect loss, such as business interruption.
- **Fire Safety System:** Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire. This may include sprinkler systems or other fire extinguishing systems, fire detection devices, stand-alone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, or strobe lights; smoke control and reduction mechanisms; and fire doors and walls that reduce the spread of a fire.

Report A Fire

To report a fire- call the Regis College Police/Public Safety Department immediately from a safe area at 781 768-7777 or extension 7777, or 911.

Fire Prevention Information

Regis College Police/Safety Department administers an aggressive program of regular inspection, testing and maintenance of College premises, especially residence facilities, to ensure compliance with applicable fire and life safety codes and standards. Fire evacuation drills are conducted twice a year, once at the beginning of each semester. The Regis Police/Public Safety Department conducts a variety of educational and training programs and works with the Facilities Department and the Weston Fire Department to ensure the safety of all on campus.

Fire Alarm And Suppression Systems

All on-campus residence halls are equipped with both automatic and manually operated fire alarm notification devices (pull stations.) The fire alarm systems in all on-campus residence facilities consist of horns and strobe lights alerting residents to an alarm and are also remotely monitored by the Weston Fire Department as well as at the Regis Police/Safety Department. All fire alarm systems contain emergency back-up batteries to ensure operation during a power outage, and most facilities also have emergency generators designed to automatically activate whenever there is a power outage. These back-up batteries and generators will operate life safety systems, including fire safety equipment and emergency exit lighting. Fire alarms are tested quarterly by an independent vendor.

Regular and frequent inspections are conducted by Regis Police, Residential Life and Facilities staff who report fire hazards in residence halls and facilitate prompt resolution. All rooms located in each residence hall have smoke detectors, and when activated, are immediately connected to the Weston Fire Department and the Regis College Police/Public Safety Department. This activation allows for a rapid response by Fire, Police and EMS responders to the room in question. The Weston fire station is located 1.2 miles from campus, allowing for a response times to any location on campus in usually 5 minutes or less. This follows the recommended response time by the National Fire Protection Association (NFPA.)

In addition to alarms, resident housing facilities also have automatic fire suppression systems. Each suppression or sprinkler system is a wet system and is charged at all times. Residents should not hang anything from the sprinkler heads. Doing so may activate the sprinkler system and can cause severe water damage to residents' belongings.

All fire safety equipment is reviewed regularly so as to identify those locations where enhancements beyond those required by building codes are appropriate. The plan for such enhancements is integrated into the college's annual facilities maintenance project plan. For a detailed explanation of the specific fire alarm and suppression systems in any of Regis' residence facilities contact the College Police/Public Safety Office at 781-768-1111.



Fire Safety Policy

Fire safety is an area in which proactive actions can have life-saving effects for the individual and Regis community. Regis Police/Safety Department reinforces the importance of community involvement in maintaining a safe environment for all students, faculty, staff and guests.

Fire Equipment

All fire safety systems and equipment are checked by Regis personnel routinely and must pass fire code safety inspections. Residents should report any fire safety equipment problems (including missing equipment) immediately to a Residence Life staff member, Physical Plant, or to the Regis Police.

All residents should familiarize themselves with the locations of a fire extinguisher near their rooms and locations of fire alarm pull stations. Alarm pull stations are usually located near the exits.

Carbon Monoxide detectors are installed in the hallways of all residence halls. The units have visible warning signs on them noting they should not be removed. If a student is caught removing or vandalizing any Carbon Monoxide unit, they will be charged at minimum \$150 fine and face further disciplinary action.

Fire Evacuations

All members of the Regis community should familiarize themselves with the fire evacuation plans posted on each floor of each building on campus. In the event of a fire alarm, all individuals must vacate the building immediately, using the nearest exit. Failure to do so will result in disciplinary sanctions, including but not limited to, a fine of \$150.

Fire Regulations

1. The deliberate triggering of a false alarm is an extremely dangerous occurrence. Any person found to have intentionally triggered a false alarm is subject to a fine, may be suspended from Regis housing, may also be suspended or expelled from Regis, and may be subject to criminal prosecution.*

At times, actions may lead to the unintentional activation of a fire alarm in a residential or campus building. In this event, student will receive a warning for their first infraction. Subsequent infractions will result in the disciplinary action as stated above. Fines are set based on the fee to have the alarm deactivated.

2. Setting off fireworks is prohibited.

3. The blocking of egresses of any kind, including passageways between rooms, is strictly prohibited.
4. Items may not be hung from the ceiling, sprinklers, or other emergency related systems. Doing so may result in severe water damage by activating the sprinkler system and will result in disciplinary action as well as responsibility for any damages.
5. Students, faculty, and staff should refrain from keeping laptop computers or similar devices unattended on combustible surfaces (beds, couches, etc.), as this could ignite a fire.
6. Any action or threat of action which creates a fire hazard is not tolerated at Regis. This includes, but is not limited to, tampering with fire safety equipment, possessing or using any hazardous and/or explosive material, or knowingly making a false report or threat of a dangerous condition.
7. Candles are only permitted (lit or unlit) during events sanctioned by the Office of Student Affairs.

Violation of any of these items will result in student conduct sanctions including a minimum of a \$150 fine. Fines and other sanctions will increase with subsequent violations.

* Massachusetts provides for an additional fine of up to \$500 and/or 1 year imprisonment for intentionally causing a false fire alarm

Fire Emergency & Fire Drill Procedures

Fire Drills of every residential and administrative building are conducted each semester according to state fire regulations. The Regis Police/Safety Department will work with the Weston Fire Department to ensure that the drills are completed. Fire drills allow the opportunity to test all fire alarms and equipment and allow occupants to familiarize themselves with evacuation exits throughout the building.

Fire safety rules and regulations are posted on each floor of a residence hall. Residents and their guests should familiarize themselves with these postings. All residents should know of at least 2 exits from their building ahead of time.

In case of an alarm, residents should touch the door to feel if it is hot and look under the door for any smoke seeping in. If it is safe to evacuate, leave the building immediately by way of the nearest exit. Assemble outside away from the building at the designated meeting place, not in the parking lots, as these must be kept clear for fire equipment. Do not reenter the building until the fire personnel clears reentry.

Residence Life and Housing staff will assist residents with evacuation. However, it is the sole responsibility of each resident to evacuate whenever an alarm sounds. Any person who does not leave a building when an alarm sounds is subject to a \$150 fine.

Note: Additional Fire Regulations specific to residence halls can be found in the Student Handbook

Faculty/Staff Roles In Promoting Fire Safety

Faculty/ Staff play an important role in fire safety. Below are several fire safety rules to follow.

- Always treat a fire alarm as a potential emergency – even if you know it is a drill. All rooms and offices must be evacuated. If able to do so, close doors behind you.
- Before opening doors, be sure to feel the surface to make sure it is not hot to touch.
- Know the building exits, stairwells, and locations of pull station alarms to activate the fire alarm systems.
- Know the location of at least 2 fire extinguishers.
- Know the building meeting places for students, staff and faculty. Should be at least 150 feet away.
- Do not tamper with fire safety equipment.
- Do not hang decorations from any of the fire safety equipment.
- Please keep stairwells, hallways and exit access clear from obstruction. This will ensure quick exits.

Fire Extinguishers

- Located throughout each building on campus.
- Not to be taken off the walls (unless needed).
- Extinguishers are NOT intended for you to act as a fire fighter, but to help you exit a building if necessary.
- All extinguishers are regularly inspected.

Barbeque Use On Campus

- Grills of any type are prohibited inside any building on campus.
- Use of any grills must be outside and at least 25 feet from any building/wooded area, per order of Weston Fire Department. Propane must be shut off and flames extinguished after each use.
- Propane tanks and other flammable liquids are prohibited from being stored in any part of any building on campus.
- Do not dump ashes into trash, dumpsters, or wooded areas.
- Permits are required for all grills on campus.

Open Fires/Bon Fires

Bon Fires or open fires are allowed only with specific written permission from the Weston Fire Department and a permit issued by the Chief of Campus Police/Director of Public Safety.

Notification/Permits: Notification shall be made to Campus Police/Public Safety Department at least 10 days in advance when an event is planned that involves the use of a grill or open flame. Notification can be made at (781) 768-7111 extension 7111, or via email at safety@regiscollege.edu. A permit will be issued for approved grills and or open fires.

Fire Safety Training



During orientation, students receive presentations on fire safety and prevention. These presentations cover a variety of topics, including:

- Personal safety;
- Residence hall fire prevention and quick reporting
- Resident Hall Staff training and New Student Fire Prevention Orientation
- General fire safety tips

Campus Police/Safety in conjunction with Weston Fire Department may provide additional fire safety training sessions as requested or needed. Campus Police/Safety and Weston Fire Department also perform fire safety inspections periodically of all the buildings on campus. Individual departments, and/or student organizations may request special training sessions by contacting Regis Police/Safety. Any questions or concerns can be directed to the Regis Police at safety@regiscollege.edu

FIRE SAFETY EQUIPMENT AND LIFE SAFETY SYSTEMS IN RESIDENCE HALLS

	Fire Extinguishers	Sprinklers	Alarm to Town	Alarm to Campus Police	CO Detector	Pull Stations	Evacuation Placards	Annual Fire Drills
College Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2
Domitilla Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2
Maria Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2
St Joseph's Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2
Angela Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2

REGIS COLLEGE FIRE LOGS

The Regis College Police/Safety Department is required to maintain a record (Fire Log) of any fire that occurred in any on-campus residential building. The Fire Log includes: the date the fire was reported, the nature and location of the fire, the date and time of the fire (may be different from reporting date). The Fire Log is available to view during business hours of Monday through Friday between 8:00 am and 4:00 pm at the Regis Police/Safety Department in Room 102 of College Hall.

REGIS COLLEGE FIRE STATISTICS FOR 2022

	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries	Number of Deaths	Value of Property Damaged
College Hall	0	0	N/A	N/A	N/A	N/A
Maria Hall	0	0	N/A	N/A	N/A	N/A
Domitilla Hall	0	0	N/A	N/A	N/A	N/A
Angela Hall	0	0	N/A	N/A	N/A	N/A
St. Joseph Hall	0	0	N/A	N/A	N/A	N/A

REGIS COLLEGE FIRE STATISTICS FOR 2021

	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries	Number of Deaths	Value of Property Damaged
College Hall	0	0	N/A	N/A	N/A	N/A
Maria Hall	0	0	N/A	N/A	N/A	N/A
Domitilla Hall	0	0	N/A	N/A	N/A	N/A
Angela Hall	0	0	N/A	N/A	N/A	N/A
St. Joseph Hall	0	0	N/A	N/A	N/A	N/A

REGIS COLLEGE FIRE STATISTICS FOR 2020

	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries	Number of Deaths	Value of Property Damaged
College Hall	0	0	N/A	N/A	N/A	N/A
Maria Hall	0	0	N/A	N/A	N/A	N/A
Domitilla Hall	0	0	N/A	N/A	N/A	N/A
Angela Hall	0	0	N/A	N/A	N/A	N/A
St. Joseph Hall	0	0	N/A	N/A	N/A	N/A

MAP OF THE MAIN CAMPUS LOCATED AT 235 WELLESLEY STREET, WESTON, MA.



Contacting Campus Police

In person at College Hall Room 102

By Phone: (781)768-7111 or ext. 7111

Emergency: (781)768-7777 or ext. 7777

safety@regiscollege.edu

REGIS POLICE PATROL MAP

