



Annual Security Report | 2026

The Jeanne Clery Disclosure of Campus Security
Policy and Campus Crime Statistics Act

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Message From Public Safety

On behalf of the MassBay Community College Police Department, welcome to our community.

At MassBay, the safety and well-being of our students, faculty, staff, and visitors is our highest priority. Our mission is to provide a safe, secure, and welcoming environment where learning, teaching, and personal growth can thrive. While our officers are responsible for public safety services across our campuses, we view safety as a shared responsibility and a partnership with every member of the MassBay community.

Our officers are here not only to respond when help is needed, but also to serve as a resource, provide support, and build positive relationships throughout the college. We encourage you to take an active role in keeping our community safe. If you see something that does not look right, trust your instincts and let us know. Your awareness and willingness to speak up help make MassBay a safer place for everyone.

In the event of an emergency, dial extension **2222** from any campus phone or **(781) 239-2222** from a mobile phone or off-campus line. When calling, please provide your exact location and identify which campus you are on: Wellesley Hills, Framingham, or Ashland. This information allows us to respond quickly and effectively.

This report contains important information about campus safety, security resources, and the many programs and services available to support our community. I encourage you to take a few moments to review it and become familiar with the resources available to you.

Thank you for being part of the MassBay community. We strive to provide a safe environment where you can focus on achieving your goals. If there is ever anything we can do to assist you, please do not hesitate to reach out.

Stay safe, stay engaged, and enjoy your experience at MassBay.

Robert Stephanian
Chief of Police & Director of Public Safety
MassBay Community College

Introduction

MassBay Community College prepares this Annual Security Report (ASR) in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). This report includes campus crime statistics for the previous three calendar years and information regarding campus security policies, crime prevention programs, emergency response procedures, reporting options, alcohol and drug policies, sexual misconduct prevention and response, and other safety-related topics.

MassBay Community College serves approximately 5,600 students and operates campuses in Wellesley Hills, Framingham, and Ashland, Massachusetts. Our commitment to maintaining a safe and welcoming learning environment is shared by students, faculty, staff, and campus partners throughout the communities we serve.

As required by the Clery Act, this report contains crime statistics reported to the MassBay Police Department, Campus Security Authorities (CSAs), and local law enforcement agencies with jurisdiction over Clery-reportable geography associated with the College.

In addition to statistics associated with MassBay's campuses and adjacent public property, this report includes applicable crime statistics for designated noncampus property used pursuant to written agreements with Framingham State University and the UMass Mount Ida Campus. Statistics for these locations include all Clery-reportable crimes reported as occurring within the applicable noncampus geography, regardless of whether an incident involved a MassBay student or employee.

This report is prepared through a cooperative effort involving the MassBay Police Department, local law enforcement agencies, and other College departments responsible for safety, security, prevention, and compliance programs. These offices provide information regarding policies, procedures, educational programming, and crime statistics for inclusion in the Annual Security Report.

The Annual Security Report is available online through the MassBay Police Department webpage at www.MassBay.edu/Police.

Each year, all current students and employees receive an annual notification describing the availability of this report, the information it contains, and how to access both the electronic and printed versions. Printed copies are available from the MassBay Police Department, 50 Oakland Street, Wellesley Hills, Massachusetts 02481, by calling (781) 239-2699, and at the College's Framingham and Ashland locations.

Additionally, prospective employees may obtain a copy through the Office of Human Resources, and prospective students may obtain a copy through the Office of Admissions. Confirmation of electronic distribution will be maintained by the Office of Information Technology.



Policy Addressing Campus Law Enforcement Authority

The MassBay Community College Department of Public Safety is comprised of both a division of police and a division of institutional security. All members of the MassBay Department of Public Safety are dedicated to protecting the students, faculty, staff, visitors and property of MassBay Community College. All Police Officers are sworn, certified under the Commonwealth of Massachusetts' Peace Officer Standards and Training Commission (POST-C), and complete all required annual in-service training through the Municipal Police Training Committee (MPTC). As such, the department conducts itself as any other Massachusetts Police Department and has full police and arrest powers throughout College property (Mass. Gen. Laws ch. 15A, § 22). Additional contracted security staff may also be assigned to MassBay's Wellesley, Framingham, and Ashland locations.

The MassBay Department of Public Safety is comprised of sworn police officers and institutional security personnel who provide law enforcement, security, and public safety services to the college community.

The Department of Public Safety does not infringe upon the primary responsibility of other agencies, including: the Town of Wellesley Police Department, the Town of Ashland Police Department, the City of Framingham Police Department, or the Massachusetts State Police in areas not owned, used or occupied by the College.

MassBay Institutional Security Officers provide additional staffing and perform the services required to meet the security needs of the College. Institutional Security Officers patrol in and around college buildings and grounds. ISOs monitor and operate fire and intrusion alarm systems and help to establish and maintain a safe environment and prevent theft of College or personal property. ISOs do not have powers of police or arrest and act only in accordance with direction from the Chief of Police.

Some of the categories of training received by MassBay police officers during 2025, in compliance with the regulations set forth in 550 CMR 2.07, include:

- Cardiopulmonary resuscitation (CPR)*
- First aid*
- Legal Updates
- Law & Procedure
- Firearms Refresher
- Firearms Requalification
- Crime Scene
- Police Response to Critical Incidents
- Domestic Violence
- SHIELD: Protecting Those Who Serve (Officer Wellness)
- Executing the Mission: Trauma Informed Policing

*(Required pursuant to Mass. Gen. Laws ch. 111, § 201)

Policy Addressing the Encouragement of Accurate and Prompt Crime Reporting

Community members, students, faculty, staff, and guests are encouraged to report all crimes and public safety-related incidents to the Public Safety Department. To report a crime or emergency on campus, dial extension 2222, or from outside the College phone system dial (781) 239-2222.

The MassBay Police Department can be contacted for non-emergencies on the Framingham or Wellesley Hills campuses by dialing extension 2699, or at the Ashland Automotive Technology Center by dialing (781) 239-2699.

To report a non-emergency security or public safety-related matter from a noncampus telephone, dial (781) 239-2699. Crimes should be reported to the Public Safety Department to ensure inclusion in the annual crime statistics and to aid in providing timely warning notices to the community when warranted.

Policy Addressing the Working Relationship With Law Enforcement

MassBay's Public Safety Department maintains a close working relationship with the police and fire departments of Wellesley, Framingham, and Ashland, as well as with the Massachusetts State Police. The Department may utilize the resources of these agencies to assist with investigations of crimes and critical incidents involving the campus. MassBay police officers may communicate with our town and city partners and share information regarding incidents which occur on or near any of the campuses.

Wellesley Hills Campus

50 Oakland Street, Wellesley Hills, MA 02481

The Wellesley Hills campus utilizes MassBay police officers during the work week. A memorandum of understanding exists between the MassBay Police Department and the Town of Wellesley Police Department. MassBay police officers handle routine calls for police services whenever possible and supplement with the services of the Wellesley Police Department for more significant crimes. Institutional Security Officers and contract security guards may also contact the Town of Wellesley Police Department. The MassBay Police Department maintains a working relationship with the Wellesley Police Department. The officers of the Wellesley Police Department and MassBay police officers communicate regularly on the scene of incidents that occur in and around the campus area.

Framingham Campus

490 Franklin Street, Framingham, MA 01702

The Framingham campus utilizes MassBay police officers during the work week. A memorandum of understanding exists between the MassBay Police Department and the City of Framingham Police Department. MassBay police officers handle routine calls for police services whenever possible and supplement with the services of the Framingham Police Department for more significant crimes. Institutional Security Officers and contract security guards may also contact the City of Framingham Police Department. The MassBay Police Department maintains a working relationship with the Framingham Police Department. The officers of the Framingham Police Department and MassBay police officers communicate regularly on the scene of incidents that occur in and around the campus area.

Ashland Campus

250-270 Elliot Street, Ashland, MA 01721

The Ashland Campus has no regular campus police presence on site. Contract security will call for the assistance of MassBay and Ashland Police for any criminal matter. A memorandum of understanding exists between the MassBay Police Department and the Town of Ashland Police Department. Periodically and when necessary, the Public Safety Department and the Ashland Police Department meet to discuss outstanding issues or routine information. Additionally, special needs are communicated between agencies as they arise.

Wellesley Hills Campus



Framingham Campus



Ashland Technology Center



Policy Addressing How to Report Criminal Offenses

MassBay Community College expects that faculty, staff, students, and visitors report all crimes, and violations of College policy, promptly. To report a crime or emergency, members of the community should call the MassBay Police Department. In addition to our publicly posted main numbers, if you are a witness to, or are involved in an on-campus emergency, use a red emergency phone located in common areas of campus buildings to call the MassBay Police Department at extension 2222 or (781) 239-2222. On the Wellesley Hills and Framingham campuses, emergency phones are also strategically located in parking areas.

It is the goal of the MassBay Police Department to make emergency information readily available to students, faculty, staff, and the general public. Emergency contact information is displayed on television screens located in common access areas on each campus. Campus police officers facilitate presentations to students during orientation that provides this and other important public safety information.

Emergency phone numbers and instructions on how to report incidents are published in the annual Student Handbook and on the Public Safety Department page on the MassBay website.

Policy Addressing Security and Access

Most campus buildings and facilities are accessible to members of the campus community, guests, and visitors during normal business hours, Monday through Friday, and limited designated hours on Saturday. Facilities are maintained, and their security monitored, in the interest of students, faculty and staff. Facilities such as the bookstore, library and dining cafes are also open to the public unless otherwise revoked.

All academic and administrative buildings are routinely patrolled and are locked at designated times. Most facilities are kept locked during non-business hours, and their access is restricted to individuals who obtain proper authorization. Access to academic and administrative facilities on campus during normal business hours are generally limited to students, employees, and invited visitors for the purpose of study, work, teaching, and to conduct other College business.

Individuals found on campus without a legitimate purpose or who disrupt College operations or who commit a crime on College property may be trespassed and directed to leave campus; failure to comply may result in arrest.

Policy Addressing Criminal Activity Off-Campus

MassBay does not own or control off-campus housing or off-campus student organization facilities. When a MassBay student is involved in an off-campus incident, MassBay police officers may assist with the investigation in cooperation with local, state, or federal law enforcement. Wellesley, Framingham, and Ashland police officers may communicate with campus officers on any serious incidents occurring in the immediate neighborhoods surrounding MassBay.

In addition to charges filed by state or federal law enforcement agencies, MassBay reserves the right to take disciplinary action against a student for off-campus conduct when such conduct adversely affects the College community, poses a threat of harm to the College community, or otherwise interferes with the College's pursuit of its objectives or mission. Depending on the circumstances, proceedings under the Student Code of Conduct and/or Title IX may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus. Judicial sanctions may include discipline, up to and including interim suspension, suspension, or expulsion from the College. These policies are published annually in the Student Handbook, which is updated every year and posted on the MassBay website.

Policy Addressing Security Awareness Programs for Students and Employees

During student orientation sessions, students are informed of services offered by the MassBay Public Safety Department. Crime statistics are available for students, faculty, and staff throughout the year in the Public Safety Department. A common theme for all awareness and crime prevention programming is to encourage students and employees to be aware of their shared responsibility for their own security and for the security of others.

Prospective employees are informed on the MassBay website about the location of the Annual Security Report for online review. Additionally, the Campus Police Department meets with all new employee hires during orientation to review safety procedures on campus. Potential employees are informed on the Public Safety page of the MassBay website that serves as the location of the Annual Security Report for online review.

The following programs were presented in 2025 to promote awareness and to educate the MassBay community about preventing dating violence, domestic violence, sexual assault, and stalking:

Security Awareness Programming in 2025

Program Name	Date Presented	Prohibited Behaviors Covered	Conducted By	Group Trained
Title IX Overview: New Employee Training	1/31/2025, 8/25/2025	SH, SA, DaV, DoV, S	Title IX	New Employees
Sex Trafficking Awareness Event	1/24/2025	SA	External Agencies	Employees and Students
Bringing in the Bystander	1/24/2025	SH, SA, DaV, DoV, S	Title IX	Students
Title IX Training/ Refresher	2/3/2025, 3/10/2025, 3/17/2025, 3/28/2025	SH, SA, DaV, DoV, S	Title IX	Employees
Denim Day	4/23/2025	SA	Title IX	Students and Employees
Bringing in the Bystander: Orientation Leaders	7/14/2025	SH, SA, DaV, DoV, S	Title IX	Students: Orientation Leaders
Title IX Trainings for Employees	9/11/2025, 9/25/2025, 10/1/2025	SH, SA, DaV, DoV, S	Title IX	Employees (Registrar)
Resources for New and Returning Students; Title IX tabling	9/18/2025	SH, SA, DaV, DoV, S	Title IX	Students
Gender Identity and Gender Expression	9/22/2025	SH, SA	Title IX	Faculty
Orientation for new students in 2025	1/11/2025, 1/13/2025, 1/14, 2025, 1/15/2025, 1/16/2025, 1/17/2025, 8/18, 2025, 8/19/2025, 8/21/2025, 8/23/2025, 8/26/2025, 8/28/2025, 8/29/2025	SH, SA, DaV, DoV, S	Student Development	New Students

SA = Sexual Assault / DaV = Dating Violence / DoV = Domestic Violence / SH = Sexual Harassment / S = Stalking

Policy Addressing Crime Prevention Programs for Students and Employees

The MassBay Police Department believes that through crime prevention and safety awareness education, community members are better prepared to prevent crime and to respond if crime does occur. There are many ways the Public Safety Department embraces the principles of crime prevention. They include, but are not limited to:

- Encouraging students and employees to be aware of their responsibility for their own safety/security and the security of others.
- Officers invite all students, faculty, and staff to make recommendations for programs or initiatives that could enhance the MassBay Police Department.
- Police officers and ISOs inspect the lighting and other safety considerations on and around the campus. Officers will send a work order to the Facilities Department if they find a problem.
- MassBay police officers work closely with the Offices of Student Development and Human Resources to ensure the community receives training and educational information on substance abuse.
- MassBay policy prohibits the unlawful possession, use, or distribution of alcohol and controlled/illegal drugs as defined by federal law (including medical and/or recreational marijuana), by any member of the MassBay community. All community members are expected to fully comply with the College's policies, and with state and federal laws. Any disciplinary action imposed by the College for violations of its drug or alcohol policies may be in addition to any penalty imposed by an off-campus authority. Both students and employees are subject to prosecution under applicable state and federal laws. MassBay police officers are generally responsible for the enforcement of alcohol and controlled/illegal drug laws on campus. Violations of the College's drug and alcohol policies may also be referred to the College's Student Code of Conduct Officer or to the Office of Human Resources.
- Counseling Services partners with many offices that offer education on alcohol and other drugs including the MassBay Police Department, and Student Development.
- The College uses a collaborative approach to educate community members about the consequences of alcohol and other drug use.
- The College provides alcohol education and sexual assault prevention programming for the College community.
- Student Development provides programming and outreach services within the College community on a variety of topics including domestic violence, sexual assault, and alcohol and other drug abuse.
- The MassBay Police Department offers safety escort services for students, faculty, and staff who may feel uncomfortable walking alone on campus.
- Emergency telephones are in common areas on both the interior and exterior of the Wellesley Hills campus and the Framingham campus, which can be used to obtain emergency assistance.
- The College utilizes an emergency notification system, which enables College officials to send students, faculty and staff automated phone calls, emails, and text messages with timely information within minutes.
- The Office of Information Technology has placed televisions in common areas in our buildings, which may also be used to broadcast emergency messages.
- MassBay police officers encourage the wearing of MassBay ID cards as a means to identify visitors and/or strangers on campus.
- MassBay police officers may patrol the campuses by cruiser, foot, or on bicycles as a visible, efficient method of patrolling.
- MassBay police officers have the ability to review closed circuit televisions in public areas on the Wellesley Hills, Framingham and Ashland campuses.
- MassBay police officers work with on-campus event organizers to ensure proper security for large scale events, and those involving dignitaries.
- The MassBay Police Department has posted emergency phone numbers prominently throughout each campus.
- The College has a system whereby emergency announcements can be broadcast via overhead projectors in classrooms on campus.
- MassBay Police officers have routinely appeared and made presentations at college-wide events to inform the College community about resources available to them.

Policy Addressing Limited Voluntary Confidential Reporting

It is the policy of the MassBay Police Department that all crimes be reported to the campus police. Anyone who is the victim or witness to a crime on campus is encouraged to promptly report the incident to campus police. Crimes involving certain offenses shall be reported/referred to the College's Title IX Coordinator and shall be addressed pursuant to the College's Policy as pertaining to Title IX.

Due to the sensitive nature of crimes involving sexual violence, victims may choose to confidentially report such crimes. While all Clery Act reportable crimes are accounted for in the annual crime statistics, no personal identifying information of a victim or accused will appear in the Annual Security Report.

MassBay police reports may be released as a public record under state law, and therefore the MassBay Police Department cannot hold reports in confidence indefinitely. All reported criminal incidents will be investigated. When appropriate, violations of the law or the Student Code of Conduct will be referred to the Office of Student Development for review.

Policy Addressing Counselors and Confidential Crime Reporting

As a result of the negotiated rulemaking process which followed the signing into law of the 1998 amendments to 20 U.S.C. Section 1092 (f), clarification was given to those considered to be campus security authorities. Campus "pastoral counselors" and campus "professional counselors", when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion in the annual disclosure of crime statistics. As a matter of procedure, the professional counselors at MassBay are encouraged to inform persons being counseled of the procedures to report crimes on a voluntary basis to maintain personal and public safety and inclusion into the crime statistics.

Policy Addressing Alcohol and Other Drug Policies

MassBay policy prohibits the unlawful possession, use, or distribution of alcohol and controlled/illegal drugs by any member of the MassBay community in full compliance with Section 22 of the Drug-Free Schools and Communities Act Amendment of 1989, entitled "Drug-Free Schools and Campuses."

All community members are expected to fulfill their obligations and responsibilities pursuant to the College's policies, and to state and local laws. Any disciplinary action imposed by the College may be in addition to any penalty imposed by an off-campus authority. Both students and employees are subject to prosecution under applicable state and federal laws. MassBay Police Officers are generally responsible for the enforcement of alcohol and other drug laws on campus.

MassBay has many offices that offer education on alcohol and other drugs including the Department of Public Safety, Student Development, and Counseling Services. The College uses a collaborative approach, along with brochures, posters, and confidential counseling services, to educate community members about the dangers of alcohol and other drugs.

Section 22 of the Drug-Free Schools and Communities Act Amendment of 1989, entitled "Drug-Free Schools and Campuses," requires the annual distribution to each student and employee of the following specific information and standards of conduct:

(A) Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;

- MassBay is committed to promoting responsible decision making related to alcohol and other drug use. Students are prohibited from using alcohol or drugs (including medical and recreational cannabis) in any form on the college campus. Any student found to be under the influence of, in possession of, or in distribution of alcoholic beverages, illegal drugs, or other controlled substances at the College will be subject to disciplinary action including probation and/or dismissal. If you are concerned about your behavior and would like to discuss this, please contact Counseling Services at counseling@massbay.edu. For off campus resources contact the Massachusetts Alcohol and Drug Hotline at (800) 327-5050, <https://helplinema.org/>
- MassBay Community College complies with all state and federal laws with regard to the possession, use, manufacture, and/or distribution of unlawful substances. All such activities are strictly prohibited on the College property, in College vehicles, and at all off-campus College sponsored events. Violation of this policy will normally result in disciplinary action.

(B) A description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;

- Violators of MassBay alcohol and other drug policies are subject to severe sanctions including, but not limited to suspension and expulsion from the campus and/or termination from employment. Unlawful possession of a controlled substance is prohibited, as defined by Massachusetts General Law (MGL) Chapter 94C, Section 32, which states "no person knowingly or intentionally shall possess a controlled substance, unless such substance

was obtained directly, or pursuant to a valid prescription or order; from a practitioner while acting in the course of his professional practice, or except as otherwise authorized by the provisions of this chapter.” Penalties include imprisonment for up to five years or a fine of not more than \$5,000, or both a fine and imprisonment depending on the class of drug and offense.

- Drug paraphernalia used with controlled substances is prohibited, as defined by MGL Chapter 94C, Section 32, which states “no person shall sell, possess with intent to sell, or manufacture with intent to sell drug paraphernalia, knowing, or under circumstances where one reasonably should know, that it will be used to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, package, repackage, store, contain, conceal, inject, ingest, inhale or otherwise introduce into the human body a controlled substance.” Determination of whether an item is drug paraphernalia will be made considering all relevant facts, including, but not limited to, the proximity of the item to the controlled substances. Penalties include imprisonment and/or fines.
- Unauthorized possession of a hypodermic syringe or needle, or any instrument adapted for the administration of controlled substances by injection is prohibited, as defined by MGL 94C, Section 27.
- Unlawful sale/distribution/manufacture of controlled substances is prohibited, as defined by MGL 94C, Section 32, which states, “any person who knowingly or intentionally manufactures, distributes, dispenses or possesses with intent to manufacture, distribute or dispense a controlled substance in Class A of section thirty-one shall be punished by imprisonment in the state prison for not more than ten years or in a jail or house of correction for not more than two and one-half years or by a fine of not less than one thousand nor more than ten thousand dollars, or by both such fine and imprisonment.”

(C) A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;

- Health risks associated with alcohol and other drug consumption include impaired judgment, vision, speech, coordination, memory, sensation and perception. Long-term use of alcohol and other drugs can negatively impact many of the body’s systems, and cause physical and psychological dependence.

(D) A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students;

- Students may seek information, treatment, and referrals through MassBay’s Counseling Services: counseling@massbay.edu, www.MassBay.edu/counseling
- Employees may seek confidential information, treatment, and referrals through MassBay’s Employee Assistance Program: (800) 252-4555, <http://www.higheredeap.com/>, or by contacting the Department of Human Resources.

(E) A clear statement that the institution will impose sanctions on students and employees (consistent with local, state, and federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required by paragraph (1)(A).

- Sanctions such as the following may be imposed upon a student for violations of the College’s alcohol and drug policies:
 - Verbal or Written Warning: Notice that continuation or repetition of prohibited conduct may be cause for additional disciplinary action.
 - Censure: A written reprimand for violation of a specific regulation including the possibility of a more severe disciplinary sanction in the event of conviction for the violation of any other college regulation within a specified period of time stated in the letter of reprimand.
 - Restrictions/Loss of Privileges: Limitations on campus usage including facilities, courses, labs, or other campus activities related to violation for a specified period of time.
 - Restitution: Reimbursement for damage or misappropriation of property may take the form of appropriate service, fines, repair, or other compensation for damages. Restitution may be applied, where appropriate, in conjunction with another sanction.
 - Suspension: Termination of student status, as set forth in a notice of suspension, for a definite period of time.
 - Dismissal: Termination of student status for an indefinite period of time. The conditions for re-admission, if any are permitted, shall be given in writing to the student at the time the action is taken.
 - Expulsion: Permanent separation of the student from MassBay Community College. The student will also be banned from the college premises.
- Sanctions such as the following may be imposed upon MassBay employees:
 - Employees convicted on any criminal drug statute violation in the workplace must, within five days of said conviction, report it to Human Resources through written notification.

- The College, within thirty days of receiving such notice with respect to an employee who is convicted, will take appropriate disciplinary action pursuant to the appropriate collective bargaining agreement or handbook which may include termination of the employment; and/or require such employee to participate in an appropriate drug abuse or rehabilitation program.

Cannabis Policy

Although Massachusetts law permits the use of cannabis and the possession, use, distribution, and cultivation of cannabis in limited amounts, federal law, including the Federal Controlled Substances Act of 1970, the Drug Free Workplace Act of 1988, and the Drug Free Schools and Communities Act of 1989 prohibits the possession, use, distribution, and/or cultivation of cannabis at educational institutions.

Further, as cannabis remains classified as an illegal narcotic under federal law, institutions of higher education that receive federal funding are required to maintain policies prohibiting the possession and use of cannabis on their campuses. Accordingly, the possession, use, distribution, or cultivation of cannabis, even for medical purposes, is prohibited on all Community College property or at College sponsored events and activities. Also prohibited is the operation of a motor vehicle while under the influence of cannabis on Community College property or at College sponsored events or activities.

Further, this policy prohibits the possession, use, or distribution of all cannabis accessories and cannabis products. Cannabis accessories shall include, but are not limited to, any device or equipment used for ingesting, inhaling, or otherwise introducing cannabis into the human body. Cannabis products shall include, but are not limited to, products that are comprised of cannabis and other ingredients and are intended for use or consumption, such as, but not limited to, edible products.

Violations of this policy by any student shall result in disciplinary action, up to and including expulsion in accordance with applicable College policies.

Smoke/Tobacco-Free Policy

Smoking and use of tobacco and nicotine products are prohibited on all property owned or operated by Massachusetts Bay Community College, except designated smoking areas. This consists of all buildings, all grounds, exterior open spaces, parking lots, on-campus sidewalks, roadways and driveways, recreational areas, facilities, and all college-owned or leased vehicles. Smoking or use of tobacco/nicotine products or use of e-cigarette, vaporizer, tobacco-substitute products, or inhaler is prohibited inside all MassBay buildings but is permitted on campus grounds in designated areas only. No smoking is allowed within 25 feet of entranceways, doorways, or windows of MassBay buildings. For the purposes of this policy, smoking or use of tobacco includes burning tobacco or any other material in any type of smoking equipment, including but not restricted to cigarettes, cigars, pipes, or electronic vapor-cigarettes and chewing tobacco. Cannabis is prohibited on campus in all areas, including designated smoking areas.

Educational Opportunities about the benefits of smoking cessation and assistance with smoking cessation for smokers who are members of the MassBay community will be made available through the Employee Assistance Program for employees and Student Development.

Complaints concerning employees of the College should be brought to the attention of the employee's immediate supervisor or in the alternative to the Public Safety or Human Resources Office. Complaints concerning students should be brought to the attention of Public Safety. In the case of repeat offenses by students, complaints should be referred to the Dean of Students' Office.

Any disciplinary measures will be reserved for repeat infractions or infractions that interfere with the College's academic or workplace needs or responsibilities, consistent with applicable collective bargaining agreement procedures, NUP handbook, or student Code of Conduct.

Visitors who fail to comply with the policy may be prohibited from remaining on or returning to campus.

MassBay Policy Against Hazing

The Stop Campus Hazing Act adds new requirements to the Jeanne Clery Campus Safety Act ("Clery") for reporting hazing statistics and for publishing hazing policies and a summary of MassBay's hazing violations.

MassBay Community College expressly prohibits any form of hazing. Hazing is against the law, incorporates other serious crimes, and violates MassBay policy. Reports of hazing will be investigated immediately by the MassBay Community College Police Department, other College administrative offices, outside law enforcement agencies, or any combination thereof. In addition to criminal penalties under Massachusetts law, students or employees are subject to College disciplinary action for organizing or participating in hazing or failing to report persons in danger in conjunction with hazing.

MassBay Community College complies with these federal requirements in addition to the following Massachusetts laws:

Chapter 269: Section 17. Hazing; organizing or participating; hazing defined

Whoever is a principal organizer or participant in the crime of hazing, as defined herein, shall be punished by a fine of not more than three thousand dollars or by imprisonment in a house of correction for not more than one year, or both such fine and imprisonment.

The term “hazing” as used in this section and in Sections 18 and 19, shall mean any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. Such conduct shall include whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug, or other substance, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of any such student or other person, or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation.

Notwithstanding any other provisions of this section to the contrary, consent shall not be available as a defense to any prosecution under this action. (Amended by 1987, 665.)

Chapter 269: Section 18. Failure to report hazing.

Whoever knows that another person is the victim of hazing as defined in Section 17 and is at the scene of such crime shall, to the extent that such person can do so without danger or peril to themselves or others, report such crime to an appropriate law enforcement official as soon as reasonably practicable. Whoever fails to report such crime shall be punished by a fine of not more than one thousand dollars. (Amended by 1987, 665.)

Chapter 269: Section 19. Copy of Secs. 17-19; issuance to students and student groups, teams, and organizations; report.

Each institution of secondary education and each public and private institution of postsecondary education shall issue to every student group, student team, or student organization which is part of such institution or permitted by the institution to use its name or facilities or is known by the institution to exist as an unaffiliated student group, student team, or student organization, a copy of this section and Sections 17 and 18; provided, however, that an institution's compliance with this section's requirements that an institution issue copies of this section and Sections 17 and 18 to unaffiliated student groups, teams, or organizations shall not constitute evidence of the institution's recognition or endorsement of said unaffiliated student groups, teams, or organizations.

Each such group, team, or organization shall distribute a copy of this section and Sections 17 and 18 to each of its members, plebes, pledges, or applicants for membership. It shall be the duty of each such group, team or organization, acting through its designated officer, to deliver annually to the institution, an attested acknowledgement stating that such group, team, or organization has received a copy of this section and said Sections 17 and 18, that each of its members, plebes, pledges, or applicants has received a copy of Sections 17 and 18, and that such group, team, or organization understands and agrees to comply with the provisions of this section and Sections 17 and 18. Each institution of secondary education and each public or private institution of postsecondary education shall, at least annually, before or at the start of enrollment, deliver to each person who enrolls as a full-time student in such institution a copy of this section and Sections 17 and 18.

Each institution of secondary education and each public or private institution of postsecondary education shall file, at least annually, a report with the regents of higher education and in the case of secondary institutions, the board of education, certifying that such institution has complied with its responsibility to inform student groups, teams, or organizations and to notify each full-time student enrolled by it of the provisions of this section and Sections 17 and 18 and also certifying that said institution has adopted a disciplinary policy with regard to the organizers and participants of hazing, and that such policy has been set forth with appropriate emphasis in the student handbook or similar means of communicating the institution's policies to its students. The board of regents and, in the case of secondary institutions, the board of education, shall promulgate regulations governing the content and frequency of such reports, and shall forthwith report to the attorney general any such institution which fails to make such report. (Amended by 1987, 665.)

Hazing Definition

The term ‘hazing’, for purposes of reporting statistics on hazing incidents, means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including but not limited to:
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;

- causing, coercing, or otherwise inducing another person to perform sexual acts;
- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
- any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Student Organization

A student organization is defined as “an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution”.

Policy Addressing Prevention and Responding to Sex Offenses

The College maintains a Policy against Sexual Violence as part of its Policy on Affirmative Action. The College’s Policy on Affirmative Action is available to all students, employees, and members of the general public on the College’s website or by hard copy through the Office of Human Resources. The College’s Policy Against Sexual Violence is enforced by the College’s Title IX Coordinator and states as follows:

Policy Against Sexual Violence

A. Introduction

(1) Sexual violence is prohibited under state law and the College’s Policy on Affirmative Action. Sexual violence is prohibited pursuant to Title IX of the Educational Amendment Act of 1972, which states: No person in the United States, shall on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal assistance.

(2) All reported or suspected cases of sexual violence shall be reported to the College’s Affirmative Action and/or Title IX Coordinator. Please refer to the Complaint Procedures for specific procedures and guidelines (see Section L in the College’s Policy on Affirmative Action).

(3) The College prohibits retaliation against any person who presents a formal or informal complaint of sexual violence or who testifies or offers evidence connected with a complaint. Retaliation is a violation of this policy whether or not the underlying claim of sexual violence is confirmed.

B. Awareness Programs Defined

(1) Community-wide or audience specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.

C. Bystander Intervention Defined

(1) Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene where there is a risk of dating violence, domestic violence, sexual assault, or stalking.

(2) A sexual violence & bystander intervention workshop provides faculty, staff, and students with a solid understanding of the range of sexual violence that is perpetrated including: sexual assault, sexual harassment, domestic and dating violence, and stalking. The workshop also offers an opportunity for participants to engage in conversation about how we can make a difference in our campus community and out in the world. In addition we provide information about local resources for continued training and/or support for survivors of sexual violence.

D. Ongoing Prevention Programs and Awareness Campaigns Defined

(1) Programming initiatives and strategies that are sustained over time and focus on increasing understanding of topics relevant to, and skills for, addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution.

E. Primary Prevention Programs Defined

(1) Programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that fosters healthy, mutually respectful relationships and sexuality, encourages safe bystander intervention, and seeks to change behavior and social norms in a healthy and safe direction.

F. Risk Reduction Defined

(1) Options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims, in order to promote safety and to help individuals and communities address conditions that facilitate violence.

G. Prompt, Fair, and Impartial Proceeding Defined

(1) A proceeding that is completed within reasonably prompt timeframes designated by an institution's policy, including a process that allows for the extension of timeframes for good cause and with written notice to the accuser and the accused of the delay and the reason for the delay;

(2) Conducted in a manner that:

- i. Is consistent with the institution's policies and transparent to the accuser and accused; and
- ii. Includes timely notice of meetings at which the accuser or accused, or both, may be present; and
- iii. Provides timely and equal access to the accuser, the accused, and appropriate officials to any information that will be used during informal and formal disciplinary meetings and hearings; and
- iv. Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.

H. Advisor Defined

(1) Any individual who provides the accuser or accused support, guidance, or advice.

I. Proceeding Defined

(1) All activities related to a non-criminal resolution of an institutional disciplinary complaint, including but not limited to fact finding investigations, formal or informal meetings, and hearings. Proceeding does not include communications and meetings between officials and victims concerning accommodations or protective measures to be provided to a victim.

J. Result Defined

(1) Any initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters within the institution. The institution must include any sanctions imposed by the results.

K. Unfounded Crimes Defined

An institution may withhold or subsequently remove a reported crime from its crime statistics in the rare situations where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore "unfounded." Only sworn or commissioned law enforcement personnel may "unfound" a crime report for purposes of reporting under this section. The recovery of stolen property, the low value of stolen property, the refusal of the victim to cooperate with the prosecution, and the failure to make an arrest do not "unfound" a crime report.

L. Sexual Violence Defined

(1) Sexual violence is defined under the "Definitions" section of the College's Policy on Affirmative Action (see section C) and includes rape, sexual assault, stalking, domestic and dating violence.

M. Reporting Complaints of Sexual Violence

(1) A victim of sexual violence has the right to file (or not file) an Affirmative Action Discrimination Complaint Form with the College. The process for filing a complaint is outlined under the Policy on Affirmative Action's Complaint Procedure. For more information or for assistance with filing a complaint, please contact the College's Title IX Coordinator. If the Title IX Coordinator is the subject of a complaint, the President shall designate another College official to administer the Complaint Procedures. A victim may also choose to file a criminal complaint, in which case the Title IX Coordinator and/or Campus Police can assist the victim with that process. Reporting the incident to the Title IX Coordinator or Campus Police does not obligate the victim to file criminal charges.

N. College's Investigation

(1) The College is obligated to investigate allegations of sexual violence, even if the alleged victim chooses not to file a formal complaint and/or participate in the investigation. Additionally, a complaint filed in another forum, including a criminal or civil complaint, shall not delay the College's investigation of a complaint of sexual violence. The College shall promptly and thoroughly investigate all such allegations in accordance with the Policy on Affirmative Action. The College may also institute protective measures, such as a no-trespass order, restricted access to campus, adjusted class or work schedule, or a leave of absence during the investigative process and/or upon completion of the disciplinary process. A person found to have committed an act of sexual violence shall be subject to disciplinary action, up to and including suspension, expulsion, or termination from the College, as well as criminal prosecution.

O. Victim Identification

(1) Personal identifiable information about a victim will be treated as confidential and only shared with persons with a specific need to know and/or who are investigating and/or adjudicating the complaint, delivering resources or support services to the victim or as public safety requires. The College does not publish names or other identifiable information of victims in the campus police department's Daily Crime Log, in any Timely Warnings issued, or online. In accordance with the Family Educational Rights and Privacy Act, a victim may request that no directory information maintained by the College be released absent his/her prior, written consent.

P. Protections for Victims of Sexual Violence

A person who is subjected to sexual violence shall:

- I. Be provided with a copy of the College's Sexual Violence – Victim's Rights and Information form;
- II. Have the right to, or not to, seek assistance from campus administration and/or campus law enforcement;
- III. Not be discouraged by College officials from reporting an incident to both on-campus and off-campus authorities;
- IV. Be provided assistance in contacting local law enforcement if requested and have the full and prompt assistance and cooperation of campus personnel should a civil and/or criminal complaint be pursued;
- V. Be free from any suggestion that they somehow contributed to or had a shared responsibility in the violent act;
- VI. Receive the same level of support at any proceeding before College officials as is permitted to the accused party, including the presence of a representative during any disciplinary proceeding, the right to be notified in a timely manner of the outcome of such proceedings and any appeal right available;
- VII. Receive full and prompt cooperation from College personnel in obtaining and securing evidence (including medical evidence) necessary for any potential criminal proceedings;
- VIII. Have access to existing College counseling and medical professionals, victim support services, and to obtain referrals to off-campus counseling and support services if desired;
- IX. Be permitted to attend classes, work, and participate in College activities free from unwanted contact or proximity with the accused individual(s) insofar as the College is permitted and able;
- X. Be permitted to request changes to an academic schedule if such changes are requested by the alleged victim and are reasonably available; and

Be informed of any no-contact or no-trespass orders issued to the accused by the College and of the College's commitment to honor any court-issued restraining or protective orders, to the extent permitted by law.

Q. Recommended Procedures for a Victim of Sexual Violence

(1) For a person subjected to an act of sexual violence, there can be time-sensitive decisions to make about sexually transmitted infections, pregnancy, and collecting physical evidence in the event of prosecution. Individuals who have been victims of sexual violence are advised as follows:

I. Protect Yourself and Get Medical Attention – A victim should be advised to go to a safe place as soon as possible and seek medical attention immediately. Injuries and exposure to disease may not be immediately apparent. A medical examination can provide necessary treatment and collect important evidence. It is recommended that a physical exam be conducted within 72 hours of the violence. Submitting to a physical exam does not mean that a victim is required to press charges. This action merely preserves the option to do so. Designated College personnel can assist in providing transportation to the hospital.

II. Preserve Evidence - It is important to preserve all physical evidence following an act of sexual violence. Physical evidence may be necessary in the event criminal prosecution is pursued. If possible, a victim should be advised not to wash, eat, drink, douche, clean, use the bathroom, or change clothes. If clothes are changed, all clothes that were worn at the time of the incident should not be cleaned and should be placed into an unused or a clean paper bag.

Health and Support Services - Various health and support services are available on and off campus for students and employees who have experienced sexual violence. For information about such services, including counseling, please contact the Affirmative Action and/or Title IX Coordinator.

R. Rape Crisis Center Contact Information

(R) Rape Crisis Center Contact Information The following is a list of Rape Crisis Centers in Massachusetts. As the following contact information may be subject to change, current contact information on rape crisis centers in Massachusetts can be found at the Commonwealth's Executive Office of Health and Human Services Website at www.mass.gov/service-details/rape-crisis-centers.

(1) Greater Boston Area

- I. Boston Area Rape Crisis Center, Cambridge, 617-492-7273 Hotline, 617-492-6434 TTY

(2) Northeastern Massachusetts

- I. North Shore Rape Crisis Center, Beverly, 800-922-8772 Hotline, 978-921-8729 TTY
- II. Rape Crisis Services of Greater Lowell, 800-542-5212 Hotline, 978-452-8723 TTY
- III. YWCA of Greater Lawrence, 877-509-9922 SA Hotline, 978-686-8840 TTY

(3) Central Massachusetts

- I. Rape Crisis Center of Central Mass., Worcester, 800-870-5905 Hotline, 508-852-7600 TTY
- II. Rape Crisis Center of Central Mass., Fitchburg, 800-870-5905
- III. Wayside Victim Services, Milford, 800-511-5070 Hotline, 508-478-4205 TTY
- IV. Voices Against Violence, Framingham, 800-593-1125 Hotline, 508-626-8686 TTY

(4) Southeastern Massachusetts

- I. A Safe Place, Nantucket, 508-228-2111 Hotline, 508-228-0561 TTY
- II. Independence House, Hyannis, 800-439-6507 Hotline, 508-778-6782 TTY
- III. Women Support Services, Vineyard Haven, 508-696-7233
- IV. Greater New Bedford Women Center, New Bedford, 888-839-6636 Hotline, 508-996-1177 TTY
- V. New Hope, Attleboro, 800-323-4673 Hotline/TTY
- VI. Stanley Street Women Center, Fall River, 508-675-0087 Hotline, 508-673-3328 TTY
- VII. Womansplace Crisis Center, Brockton, 508-588-8255 SA Hotline, 508-894-2869 TTY

(5) Western Massachusetts

- I. Elizabeth Freeman Center, Pittsfield, 413-443-0089 Hotline, 413-499-2425 TTY
- II. Everywoman Center, Amherst, 413-545-0800 Hotline, 888-337-0800 TTY
- III. NELCWIT, Greenfield, 413-772-0806 Hotline/TTY YWCA, Springfield, 800-796-8711
- IV. YWCA of Western Mass, Westfield, 800-479-6245 Hotline/TTY

These Rape Crisis Centers offer FREE services to survivors of sexual violence, including:

(6) These Rape Crisis Centers offer FREE services to survivors of sexual violence, including:

- I. 24/7 hotline counseling, information, and referral;
- II. Will go with survivor to hospitals and/or police stations 24/7;
- III. Will go with a survivor to court;
- IV. Will provide one-to-one counseling and support group counseling; and
- V. Will provide primary prevention education; professional training, outreach.

S. Mandatory Reporting Under State Law

(1) Children (a person under the age of 18) may be students at the College, or may be engaged in activities sponsored by the College or by third-parties utilizing College facilities. In such instances, where an employee has reasonable cause to believe that a child is suffering physical or emotional injury, resulting from among other causes, sexual abuse, the employee and the College may be obligated to comply with the mandatory reporting requirements established at M.G.L. Chapter 119, Section 51A-E. In such cases, the employee is directed to immediately report the matter to the College's Affirmative Action and/or Title IX Coordinator, who, in consultation with other officials, shall contact the Commonwealth's Department of Children and Families and/or law enforcement. An employee may also contact local law enforcement authorities or the Department of Children and Families directly in cases of suspected abuse or neglect. State law also maintains mandatory reporting requirements for certain occupations where elderly and disabled abuse or neglect is suspected. For more information on these reporting requirements, please contact the College's Affirmative Action Officer.

I. Complaint Process

Acts of sexual violence are subject to disciplinary action pursuant to the College's Policy on Affirmative Action's Complaint Procedure. The Complaint Procedure provides as follows:

(A) Application of Policy

a. The complaint procedure is intended to provide a mechanism to investigate and, where possible, resolve complaints of alleged violations of this Policy against employees and students. The procedures outlined below are intended to ensure the College will conduct an impartial, fair, effective, and efficient investigation of all allegations of discrimination without fear of retaliation. The complaint procedure is available to any employee or student who believes he/she has been discriminated against on the basis of a protected classification or retaliation. A complaint filed in another forum does not preclude a student or employee from filing a complaint under this Policy. Further, a complaint filed in another forum,

including a criminal or civil complaint, shall not delay an investigation of a complaint filed under this Policy.

(B) Confidentiality of Process

a. The complaint procedure will be conducted as confidentially as reasonably possible to protect the privacy rights of all individuals involved. The College may share information concerning the complaint with parties, witnesses, and/or others during any phase of the procedure on a need-to-know basis and shall share information with union representatives as provided for in G.L.c.150E. All individuals with whom information is shared shall be advised of the confidential nature of the information and directed not to discuss the matter with anyone other than a personal advisor, if applicable.

(C) Complainant Requests Confidentiality

a. Where a Complainant requests that no action be taken by the College or requests that her/his identity not be revealed, the College shall take reasonable steps to investigate and respond to the complaint, but shall inform the Complainant that such a request may hamper its ability to fully investigate an alleged violation of this Policy and/or to take appropriate remedial steps, including disciplinary action. Where an allegation includes the potential of an ongoing threat to the health, safety, or security of the College or a potential adverse employment action, the Affirmative Action Officer shall inform the Complainant that it cannot ensure confidentiality and disclosure of their name may likely be required.

(D) Anonymous Complaints

a. To the extent possible, the College is obliged to investigate and respond to anonymous complaints.

(E) Off Campus Behavior

a. The College reserves the right to investigate alleged prohibited conduct under this Policy occurring off-campus when such conduct adversely affects the College community, poses a threat of harm to the College community; interferes with the College's pursuit of its educational objectives and mission, and/or if a student or employee is charged with a serious violation of state or federal law.

(F) Interim Action

a. The College reserves the right to suspend a student on an interim basis or place an employee on paid administrative leave prior to completing an investigation under this Policy when it reasonably concludes that a student or employee: (a) poses a threat to health or safety; (b) poses a threat to College property or equipment; (c) is disruptive or interferes with the normal operations of the College; or (d) is charged with a serious violation of state or federal law. In such cases, the College shall provide the employee or student of the specific reason(s) for the interim action. During a student's interim suspension or an employee's leave, the College reserves the right to prohibit the individual from entering upon the College's property or participating in any College activities absent written authorization from an appropriate official of the College.

(G) Joint Investigation

a. In some circumstances a Responding Party's conduct may constitute a potential violation of this Policy and/or other conduct policies applicable to employees or students. In such cases, in order to avoid duplicative investigatory efforts, a joint investigation under this Policy may be conducted by the Affirmative Action Officer (AAO) and the administrator charged with enforcing conduct policies. For example, if the Responding Party is a student, the AAO and Student Code of Conduct Officer may jointly investigate the complaint. Based on the findings of their joint investigation, the student may be subject to disciplinary action for violations of the Affirmative Action Policy and/or the Student Code of Conduct. Where the Responding Party is an employee, a joint investigation may be conducted by the AAO and the employee's supervisor. Based on the findings of their joint investigation, the employee may be subject to disciplinary action for violations of the Affirmative Action Policy and/or for inappropriate and unprofessional conduct.

(H) Collateral Rights of Employees

a. Any disciplinary action taken against an employee shall be regarded as an administrative action subject to all terms and conditions of applicable collective bargaining agreements or personnel policies.

(I) Complaints of Sex Discrimination, Sexual Harassment or Sexual Violence

a. The Title IX Coordinator shall have the responsibility for administering this Policy relative to complaints of sex discrimination, sexual harassment, and sexual violence.

II. Complaint Procedure

The complaint process is comprised of two procedures - the informal procedure and the formal procedure.

(A) Informal Procedure

a. Where appropriate, the parties to a dispute and/or the Affirmative Action Officer may attempt to reach an informal and prompt resolution of the potential complaint. Informal resolution is encouraged, and any of the parties involved may request the intervention of the Affirmative Action Officer to assist in resolving the matter informally. An informal resolution is achieved through open dialogue between the parties that allows for the airing of any misunderstandings or disputed issues. The informal procedure shall not be used in an effort to resolve allegations of sexual harassment or sexual violence. Further, at no time shall a Responding Party question or confront a Complainant, or engage a third party to do so, as such conduct may constitute intimidation and/or retaliation, which are strictly prohibited under this Policy.

(B) Formal Procedure

A. The following rules apply throughout all phases of the formal complaint process:

- I. all parties to a complaint may have a personal advisor (for union employees this may be a union representative);
- II. the role of a personal advisor is limited to providing discrete advice and counsel to the party;
- III. the filing of a complaint under this Policy shall not preclude a Complainant from pursuing a complaint in a separate legal forum;
- IV. a complaint involving a grade dispute shall proceed under this Policy when a student alleges that a grade was improper because of discrimination, discriminatory harassment, sexual violence or retaliation; and
- V. all findings reached under this procedure must be based on a "preponderance of evidence" (i.e.; more likely than not) standard.

B. At any point during the formal complaint procedure, either party may request mediation by contacting the Title IX Coordinator. The purpose of mediation is to resolve the dispute to the satisfaction of both parties. Mediation shall be mutually agreed upon by the parties. The Affirmative Action Officer, or designee, shall select an impartial mediator, who shall be mutually agreed upon and not unreasonably refused by either party, and inform the parties in writing of the mediation process and schedule. The mediator must have training or experience in mediating matters subject to this complaint process. Where practicable, a mediation session shall be conducted no later than thirty (30) days after agreed to by the parties. The timelines presented under the Complaint Procedure shall be tolled pending the outcome of mediation. If mediation is successful in resolving the complaint, the Affirmative Action Officer shall reduce to writing the terms of the mediated resolution, which shall be signed by the parties. The mediation process shall not be used in an effort to resolve allegations of sexual harassment or sexual violence. If mediation does not result in a resolution, all mediation discussions shall remain confidential and may not be used or introduced in this process or any other forum.

Step 1 – Affirmative Action Officer Investigation

The Director of Equity Compliance is responsible for overseeing investigations and ensuring that all grievance procedures are adhered to as set forth in the College's Policy on Affirmative Action. When a Complainant believes that he/she has been discriminated against because of his/her race, color, religion, national origin, sex, age, disability, sexual orientation, gender identity, genetic information, veteran status, maternity leave; and/or subjected to sexual harassment, sexual violence, or retaliation; the Complainant may file a formal written complaint in writing with the Affirmative Action Officer. For student Complainants, a formal complaint may be filed within thirty (30) days following the end of the instructional period when the Complainant knew or should have known of the grievable act. For employee Complainants, a formal complaint may be filed within thirty (30) days from when the Complainant knew or should have known of the grievable act. The complaint shall contain a statement of all known facts pertaining to the alleged violation and shall be filed preferably on the Affirmative Action Discrimination Complaint Form (see Appendix A), which shall be available from the Affirmative Action Officer. If a student is involved, the Affirmative Action Officer shall notify the Vice President or Dean of Student Services.

During Step 1, the Affirmative Action Officer has the authority to seek to resolve the complaint through an administrative remedy. If the parties accept the administrative remedy proposed, its terms shall be reduced to writing, signed by both parties, and the Affirmative Action Officer shall retain the document with copies to the parties. Thereafter, the matter shall be considered resolved between the parties.

Upon receiving a written complaint, the Affirmative Action Officer will notify the Responding Party in writing of the complaint (see Appendix B) and will provide the Responding Party with a copy thereof. The timeliness of such notification shall be in accordance with the appropriate collective bargaining agreement, if applicable. The Responding Party shall have ten (10) days from receipt of notice to submit to the Affirmative Action Officer a written response to the complaint.

Where practicable, within thirty (30) days from the date the Respondent's written response is received, or the date it was due if none was submitted, the Affirmative Action Officer shall conduct an investigation and prepare and issue a Report of Preliminary Findings to the parties. The investigation shall include, but is not limited to, an analysis of

the allegations and defenses presented, consideration of all relevant documents, including materials presented by the parties, interviews of the parties and other individuals and/or witnesses, and/or reviewing certain documents or materials in the possession of either party that the Affirmative Action Officer has deemed relevant to the complaint. The Affirmative Action Officer's report shall specify the investigation undertaken and summarize his/her preliminary findings. The report shall be delivered to the parties in hand or by certified mail. If the investigation is not completed within thirty (30) days, status updates shall be provided to the parties every thirty (30) days until its completion.

Thereafter, the parties will have ten (10) days from the date of their receipt of the Report of Preliminary Findings to submit Rebuttal Statements to the Affirmative Action Officer. The parties may present no new allegations at that time. Where practicable, within seven (7) days of receiving the parties' Rebuttal Statements, the Affirmative Action Officer shall review the Rebuttal Statements and prepare and submit a Report of Final Findings and Recommendations to the President's Designee for consideration.

Step 2 – Review and Decision by the President's Designee

Where practicable, within ten (10) days of receipt of the Affirmative Action Officer's Report of Final Findings and Recommendations, the President's Designee shall issue a written decision to the parties. The written decision shall accept, reject, or modify the Affirmative Action Officer's Final Findings and Recommendations. The Designee's written decision shall be delivered in hand or by certified mail and shall include the Report of Final Findings and Recommendations. If the President is the Responding Party in an Affirmative Action Complaint, then the Chair of the College's Board of Trustees shall designate a Board member(s) as Designee to administer Step 2 of the Complaint Process.

Step 3 – Appeal to President

A party who is not satisfied with the Designee's written decision may file an appeal with the President within five (5) days of receiving the Designee's decision. Where practicable, within five (5) days of receiving the appeal, the President shall issue a written decision accepting, rejecting, or modifying the Designee's decision. The President's decision is final, provided that any corrective action and/or discipline imposed is subject to applicable collective bargaining agreements. If the President is the Responding Party in an Affirmative Action Complaint, then the Chair of the College's Board of Trustees shall consider the appeal and issue the written decision.

Training

The MassBay Public Safety Department strongly advocates that a victim of sexual violence reports the incident in a timely manner. Time is a critical factor for evidence collection and preservation. Filing a police report will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers.

Filing a police report will:

- Assist a victim of sexual assault with receiving any necessary medical treatment and tests.
- Provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later (ideally a victim of sexual assault should not wash, use the toilet, or change clothing prior to a medical/legal exam).
- Assure the victim has access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

The Massachusetts Department of Public Health specially trains, certifies, and supports registered nurses and physicians to provide quality care and forensic evidence collection to sexual assault survivors. Victims/survivors of sexual assault are encouraged to go their local hospital as soon as possible, before showering. The hospital closest to the Wellesley Hills campus is the Newton-Wellesley Hospital. The hospital closest to the Framingham campus is the Metrowest Medical Center. The hospital closest to the Ashland Technology Center is Metrowest Medical Center. For optimal evidence collection, exams should be performed within 72 hours of the assault.

Contact Numbers

Campus Police 24-hour Emergency Contact:

- Emergency: (781) 239-2222 or
- On-campus extension 2222

Town of Wellesley Police: (781) 239-1212

City of Framingham Police: (508) 872-1212

Town of Ashland Police: (508) 881-1212

Metro Boston Area Rape Crisis Center:

- Hotline: (800) 841-8371
- Office: (617) 492-8306
- TTY: (617) 492-6434

Policy Addressing Sex Offender Registration

The federal Campus Sex Crimes Prevention Act requires colleges and universities to issue a statement advising the campus community where state law enforcement agency information concerning registered sex offenders may be obtained. The Act also requires registered sex offenders to notify appropriate state officials of each institution of higher education in that state at which the offender is employed, carries on a vocation, or is a student.

How to Inquire

Members of the MassBay Community College community may request information about sex offenders by calling the Massachusetts Sex Offender Registry Board at 978-740-6400, or visiting their website at www.state.ma.us/sorb.

Penalties for Improper Use of Sex Offender Registry Information:

Information contained in the Sex Offender Registry shall not be used to commit a crime against an offender or to engage in illegal discrimination or harassment of an offender. Any person who improperly uses Sex Offender Registry information shall be punished by a fine of not more than \$5,000 or by imprisonment in a jail or house of correction for not more than one year, or by both such fine and imprisonment.

Policy Addressing Disclosures to Alleged Victims of Crimes of Violence or Non-Forcible Sex Offenses

The College will, upon written request, disclose to the alleged victim of any crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the College against a student who is the alleged perpetrator of such crime or offense. If the alleged victim of such crime or offense 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 purposes of this disclosure. Disclosure of this information shall not violate the Family Educational Rights and Privacy Act pursuant to 34 CFR § 99.31(a)(14).

Policy Addressing Issuing Timely Warnings

The College shall alert the campus community to certain crimes in a manner that is timely and will aid in the prevention of similar crimes. Any warnings will be issued as quickly and accurately as possible after all pertinent information is available. If it has been confirmed that a situation arose either on campus or in surrounding locations, and the situation represents an ongoing or continuing threat to safety of students and employees, a Timely Warning will be issued.

The decision to issue a Timely Warning is dependent on the facts surrounding an incident, including the nature of the incident/crime, the continuing threat to the campus community, and the possible risk of compromising law enforcement efforts. Therefore, all incidents that may constitute a continuing threat to the campus community must be reported to the campus police. The processes MassBay Community College will use to confirm an ongoing or continuing threat is as follows:

Issuing Timely Warnings and Emergency Notifications

If the Chief of Police believes that a situation constitutes an ongoing or continuing threat, a campus-wide "Timely Warning" will be issued. The Timely Warning will be issued through the College email system to students, faculty, and staff. In all situations that could pose an immediate threat to the community and individuals, the Public Safety Department may notify the community using the College's Emergency Notification mass notification system, posting a notice on the campus-wide electronic bulletin board, and/or on the College web site at www.MassBay.edu

- Members of the campus community, faculty, staff, or the general public can report emergencies or potentially dangerous situations to the Public Safety Department by calling 781-239-2222, or using the red on-campus emergency telephones that are located in prominent interior and exterior locations. It is the responsibility of the Public Safety Department to confirm that a significant emergency or potentially dangerous situation is in progress. Should the incident require additional resources, the Public Safety Department will immediately notify local, state, or other agencies depending on the nature of the incident.

- If a member of the Public Safety Department confirms that there is an ongoing or continuing threat to the campus community, MassBay will take into account the safety of the campus community, immediately determine what information should be released about the incident, and begin the notification process.

The only reason the College would not issue a notification for a confirmed emergency or dangerous situation is if doing so would compromise efforts to assist a victim, contain the emergency, respond to the emergency, or otherwise mitigate the emergency. Should these consequences not be present, once confirmation of the ongoing or continuing threat to the campus community is established, a member of the Public Safety Department will without delay authorize the issuance of a Timely Warning to notify the community. It is the policy of the College to issue Timely Warnings that contain pertinent information that is immediately known, and then issue subsequent Timely Warnings as the incident evolves.

The College will use one or more of the following methods of communication to issue a Timely Warning:

- Email distribution
- Posted signage
- Mass Notification, which uses text messages, phone calls, and email
- Pop-up messages on the College website
- Rave Alert System which delivers emergency information to computers on campus.

A fire alarm system has been installed on the Wellesley Hills campus that has broadcast capability. Members of the Public Safety Department will work directly with the Office of Marketing & Communications to determine what information should be included and, when appropriate, if the population that will receive the message will be segmented (if, for example, the threat is contained to a particular building or campus). Timely Warnings will provide information about the nature of the incident, suggested precautions people should take and, if necessary, notice that additional information will be forthcoming when available. On occasion, Timely Warnings will ask members of the community for their help in gathering information about an incident or identifying those responsible. You can contact The Public Safety Department by calling their on-campus emergency line at (781) 239-2222, or the non-emergency line at (781) 239-2699.

In order to disseminate emergency information to the larger community, the Vice President for Institutional Advancement, Marketing, and Communications, or a member of the Marketing Department staff, will post information to the College's social media platforms, on the MassBay website (www.massbay.edu), and will send information to local media outlets.

MassBay Community College has implemented an "opt-out" system for the emergency notification system. All students, faculty, and staff will receive these notices via contact information gathered from PeopleSoft, the College's contact information repository.

Students, faculty, and staff are encouraged to visit their PeopleSoft account to ensure the contact information the College is using is the most up-to-date and effective method to contact members of the campus community in the event of an emergency. Students receive information on the emergency notification system during orientation sessions and when they register for classes.

Emergency Response and Evacuation Procedures Statement

Individual College departments are responsible for developing contingency plans and continuity of operations plans for their staff and areas of responsibility. The College conducts several emergency response exercises each year, such as table top exercises, field exercises, and tests of the emergency notification systems on campus. These exercises and tests are designed to assess and evaluate the emergency plans and capabilities of the institution. Officers from the MassBay Police Department will typically be the first responders to any immediate threat to the campus.

Each year, through various outlets, members of the MassBay community are notified that safety and security are everyone's responsibility and that they should notify the Public Safety Department of any situation or incident on campus that involves a significant emergency or dangerous situation which may involve an immediate or ongoing threat to the health and safety of students and/or employees on campus. The MassBay Public Safety Department has a responsibility to act on such incidents and determine if the situation does in fact pose a threat to the community. Once a report is received, a MassBay police officer will determine if an actual emergency is taking place on campus. If that is the case, a MassBay police officer will then summon the necessary resources to mitigate, investigate, and document any significant emergency or dangerous situation. Depending on the type of threat, officials from other departments on campus may be consulted, including Facilities, the Dean of Students, or Human Resources. In addition, as per the federal law requirement that the institution immediately notify the campus community or the appropriate segments of the community that may be affected by the situation, the College will disseminate the appropriate notification.

To access the Emergency Procedures manual online go to: <https://s3.amazonaws.com/massbayedunew/about-us/emergency-procedures-manual.pdf>

The Chief of Police, or designee, will notify the Vice President for Institutional Advancement, Marketing, and Communications, who will initiate emergency notification to the community utilizing some or all of the available communications systems; or to the appropriate segment of the community if the threat is limited to a particular campus, building, or segment of the population.

The College will determine the content of the notification and initiate its notification system, unless issuing the notification will compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

The College will conduct regularly scheduled drills, exercises, and appropriate follow-through activities designed for assessment and evaluation of emergency plans and capabilities. A test of the emergency notification system and announced or unannounced evacuation drills will occur on an annual basis.

The College also reviews major incidents with key stakeholders after they have occurred to discuss lessons learned and best practices. The purpose of this type of after-action planning is to promote education and awareness of emergency

procedures as well as discover areas for improvement.

General information about emergency response will be publicized each year in the Annual Security Report and through education campaigns held around the time of the evacuation drills.

Policy Addressing Campus Security Authorities

The job of safety on campus does not rest solely in the hands of the MassBay Police Department. It is a collaborative effort across the offices on campus.

The purpose of including non-law enforcement as Campus Security Authorities (CSAs) is that many individuals receive crime reports, not only law enforcement. The Clery Act defines a CSA a member of college police, an individual who has responsibility for campus security and safety but does not constitute a police department, an individual or organization specified in the institution's security policy as an individual or organization to which students and employees should report criminal offenses, an official of an institution who has significant responsibility for student campus activities.

The College has identified the following positions as Campus Security Authorities (CSAs). Positions are listed by title rather than by individual name.

- All Members of the MassBay Police Department
- Assistant Director of Athletics
- Assistant Vice President of Human Resources
- Associate Dean of Athletics
- Associate Dean of Equity Assurance
- Chief Unity Officer
- Coordinator of Transfer Affairs and Articulation
- Dean of Students
- Deans, Assistant Deans and Associate Deans
- Deputy Title IX Coordinators
- Directors who have a significant responsibility for student campus activities
- Faculty and Staff Advisors to Recognized Student Organizations and Clubs
- Health and Wellness Coordinator
- Individuals responsible for monitoring access to facilities or events
- Orientation coordinators
- President of the College
- Student Activities / Student Engagement personnel
- Student Conduct Officers
- Team Coaches
- Title IX Coordinator
- Vice President for Academic Affairs
- Vice President for Enrollment Management
- Vice President for Finance & Administration
- Vice President for Student Development

Policy Addressing Preparation of Disclosure of Crime Statistics

As required by federal law, yearly crime statistics for this Report are compiled by MassBay's Public Safety Department on a calendar-year basis in accordance with the definitions of crimes provided by the Federal Bureau of Investigation for use in the Uniform Crime Reporting system. The Report includes statistics for the previous three calendar years concerning reportable crimes occurring within MassBay's on-campus, public-property, and designated noncampus geography. Statistics are compiled from reports made to the MassBay Police Department, Campus Security Authorities, local law-enforcement agencies, and law-enforcement or institutional authorities responsible for the designated noncampus properties. In addition, these statistics include persons referred for campus disciplinary action for categories required under the Clery Act, including liquor and drug law violations and illegal weapons possession. Crime statistics reported from public property within or immediately adjacent to and accessible from the campus are collected or

requested from the Wellesley, Framingham, and Ashland police departments. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year during which the crime was reported.

The crime statistics tables located at the end of this Report are reflective of the requirements mandated by federal law for compiling this Report which became effective July 1, 2000.

The Annual Security Report is prepared by a collaborative of the MassBay Public Safety Department and the MassBay Clery and Public Safety Committee. The following statistics are published in accordance with the standards and guidelines used by the Federal Bureau of Investigation Uniform Crime Reporting Handbook and the federal Clery Act.

Clery Reportable Offense Definitions

As required by federal law, yearly crime statistics for this Report are compiled by MassBay's Public Safety Department on a calendar-year basis in accordance with the definitions of crimes provided by the Federal Bureau of Investigation for use in the Uniform Crime Reporting system. The Report includes statistics for the previous three calendar years concerning reportable crimes occurring within MassBay's on-campus, public-property, and designated noncampus geography. Statistics are compiled from reports made to the MassBay Police Department, Campus Security Authorities, local law-enforcement agencies, and law-enforcement or institutional authorities responsible for the designated noncampus properties. In addition, these statistics include persons referred for campus disciplinary action for categories required under the Clery Act, including liquor and drug law violations and illegal weapons possession. Crime statistics reported from public property within or immediately adjacent to and accessible from the campus are collected or requested from the Wellesley, Framingham, and Ashland police departments. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year during which the crime was reported.

The crime statistics tables located at the end of this Report are reflective of the requirements mandated by federal law for compiling this Report which became effective July 1, 2000.

The Annual Security Report is prepared by a collaborative of the MassBay Public Safety Department and the MassBay Clery and Public Safety Committee. The following statistics are published in accordance with the standards and guidelines used by the Federal Bureau of Investigation Uniform Crime Reporting Handbook and the federal Clery Act.

Clery Reportable Offense Definitions

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 or probably would result in a serious potential injury if the crime were successfully completed.

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, etc.

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 a felony, breaking and entering with intent to commit larceny, housebreaking, safecracking, and all attempts to commit any of the aforementioned.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned -- including joy riding).

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

Manslaughter by Negligence: The killing of another person through gross negligence.

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, violence, and/or causing the victim fear.

Sexual Assault: Any sexual act directed against another person without the consent of the victim, including instances where the victim is incapable of giving consent.

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 the consent of the victim.

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.

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

Statutory Rape - Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Weapon Law Violations: The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly

weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

Drug Law Violations: Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations: The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned (Drunkenness and driving under the influence are not included in this definition).

Domestic Violence: A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim;

- By a person with whom the victim shares a child in common;
- By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- 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;
- 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 of violence occurred;

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;
- Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting;

Stalking: Means a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or to suffer substantial emotional distress.

Clery Defined Geographic Location Definitions

On-Campus Property: On-Campus property encompasses any building or property that is owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes.

Residential Facilities: The College does not own, control or maintain any residential facilities.

Public Property: Public property encompasses all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent and accessible from the campus.

Noncampus Property: MassBay Community College maintains written agreements granting MassBay Community College use of designated facilities in support of its educational programs and activities at Framingham State University and the UMass Mount Ida Campus. Based on the nature and frequency of the College's use and its written authority to use the designated space, these locations are treated as noncampus property for Clery Act reporting purposes. This classification applies only to the buildings, facilities, or portions of property covered by the applicable agreements and used in support of MassBay's educational activities. Pursuant to written agreements, MassBay Community College utilizes designated residential facilities at Framingham State University for student housing and designated athletic facilities at the UMass Amherst Mount Ida Campus for athletic programming and related activities for specific periods of time. These designated facilities constitute MassBay's Clery-reportable noncampus geography. This designation applies only to the facilities covered by the agreements and not to the host institutions' entire campuses.

Specific Information about Classifying Crime Statistics

The number of victims involved in a particular incident is indicated for the following crime classifications: murder/non-negligent manslaughter, negligent manslaughter, forcible and non-forcible sex offenses, and aggravated assault. For example, if an aggravated assault occurs and there are three victims, this would be counted as three aggravated assaults in the crime statistics chart.

The number of incidents involving a particular offense is indicated for the following crime categories (including one offense per distinct operation): robbery, burglary, larceny, and arson. For example, if five students are walking across campus together and they are robbed, this would count as one robbery in the crime statistics chart.

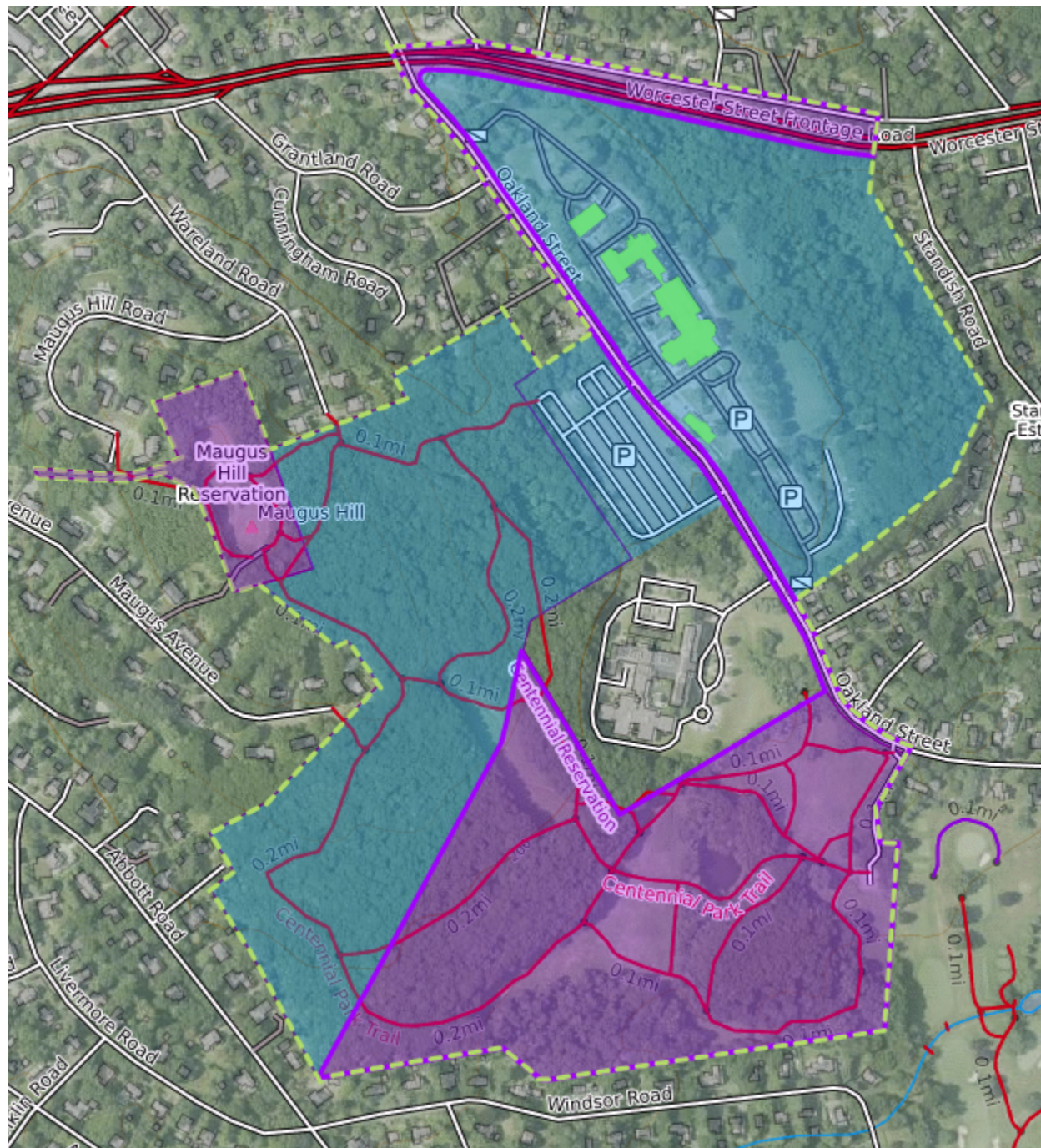
In cases of motor vehicle theft, each vehicle stolen is counted. In cases involving liquor law, drug law, and illegal weapons violations, each person who was arrested is indicated in the arrest statistics. If an arrest includes offenses for multiple liquor or drug law violations, it is only counted as a drug law violation as that is the more egregious offense.

The statistics captured under the “Referred for Disciplinary Action” section for liquor law, drug law, and illegal weapons violations indicate the number of people who are referred to the College’s judicial system.

Hate crime statistics are separated by their category of prejudice. Statistics for hate crimes are counted in each specific Clery Act reportable crime category and are therefore part of the overall statistics reported for each year. In addition to reporting hate crimes for the general Clery Act definitions, hate crimes must be disclosed for larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property. The law requires that this statistic be reported as a hate crime even though there is no requirement to report the crime in any other area of the compliance document.

CAMPUS MAPS AND CRIME STATISTICS

Wellesley Hills Campus Map



- Campus Building
- On-Campus Property
- Public Property
- Clery Geography Boundary

Wellesley Hills Campus Crime Statistics

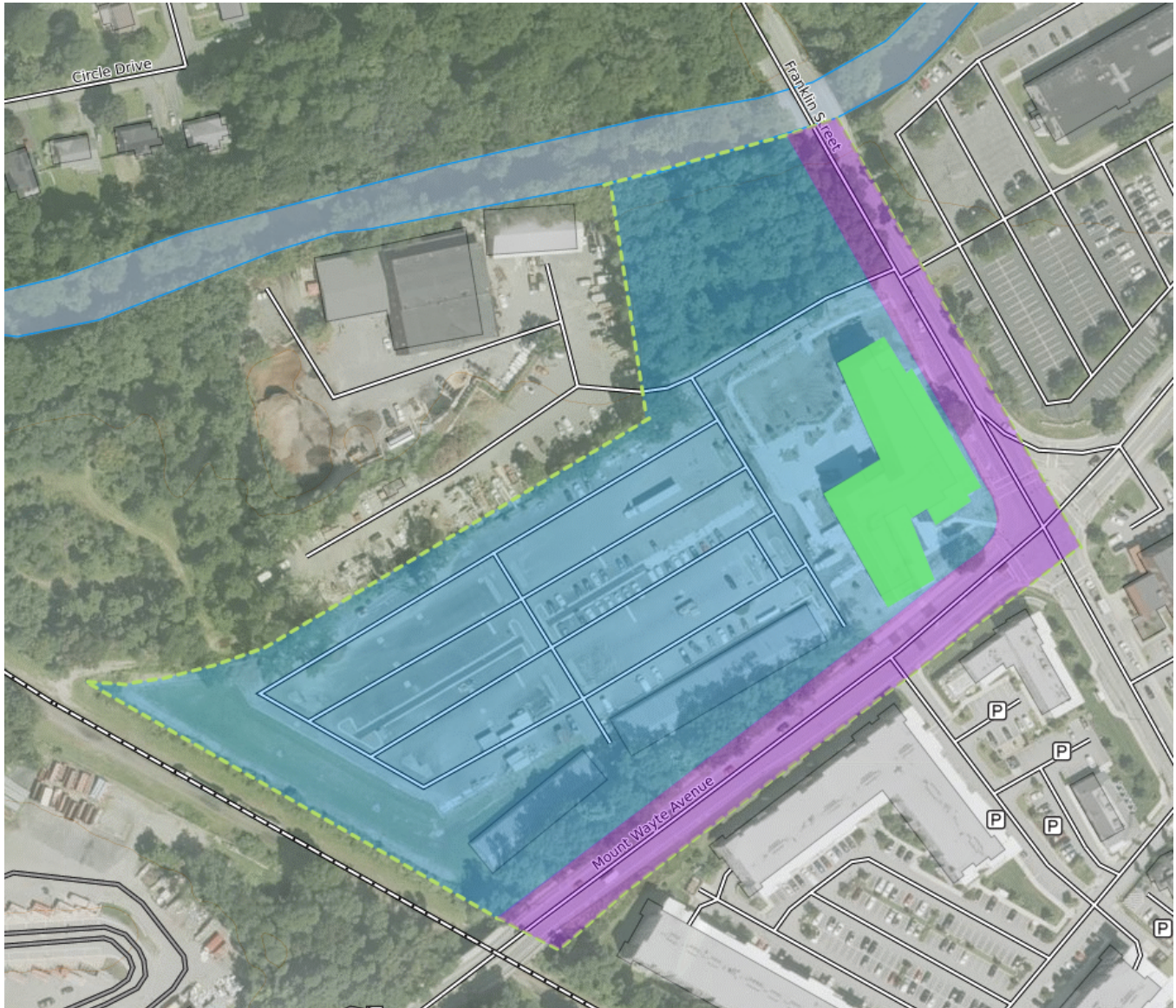
	2023	2024	2025	2023	2024	2025
Primary Clery Reportable Crimes	On Campus			Public Property		
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	1	1	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Supplemental Clery Reportable Crimes						
Larceny-Theft as a Hate Crime	0	0	0	0	0	0
Simple Assault as a Hate Crime	0	0	0	0	0	0
Intimidation as a Hate Crime	0	0	0	0	0	0
Destruction/Damage/Vandalism of Property as a Hate Crime	0	0	0	0	0	0
Hazing*	N/A	N/A	0	N/A	N/A	0
Violence Against Women Act (VAWA) Offenses						
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0
Weapons Law Violations						
Arrests	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0
Drug Abuse Violations						
Arrests	0	0	0	0	0	0
Disciplinary Referrals	0	1	0	0	0	0
Liquor Law Violations						
Arrests	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0

* Hazing statistics were first collected beginning January 1, 2025, pursuant to the Stop Campus Hazing Act.

Wellesley Hills Campus Hate Crime Statistics

Clery Reportable Hate Crimes	Year	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder and Non-Negligent Manslaughter	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Arson	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Larceny-Theft	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Simple Assault	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Intimidation	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism of Property	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0

Framingham Campus Map



- Campus Building
- On-Campus Property
- Public Property
- Clery Geography Boundary

Framingham Campus Crime Statistics

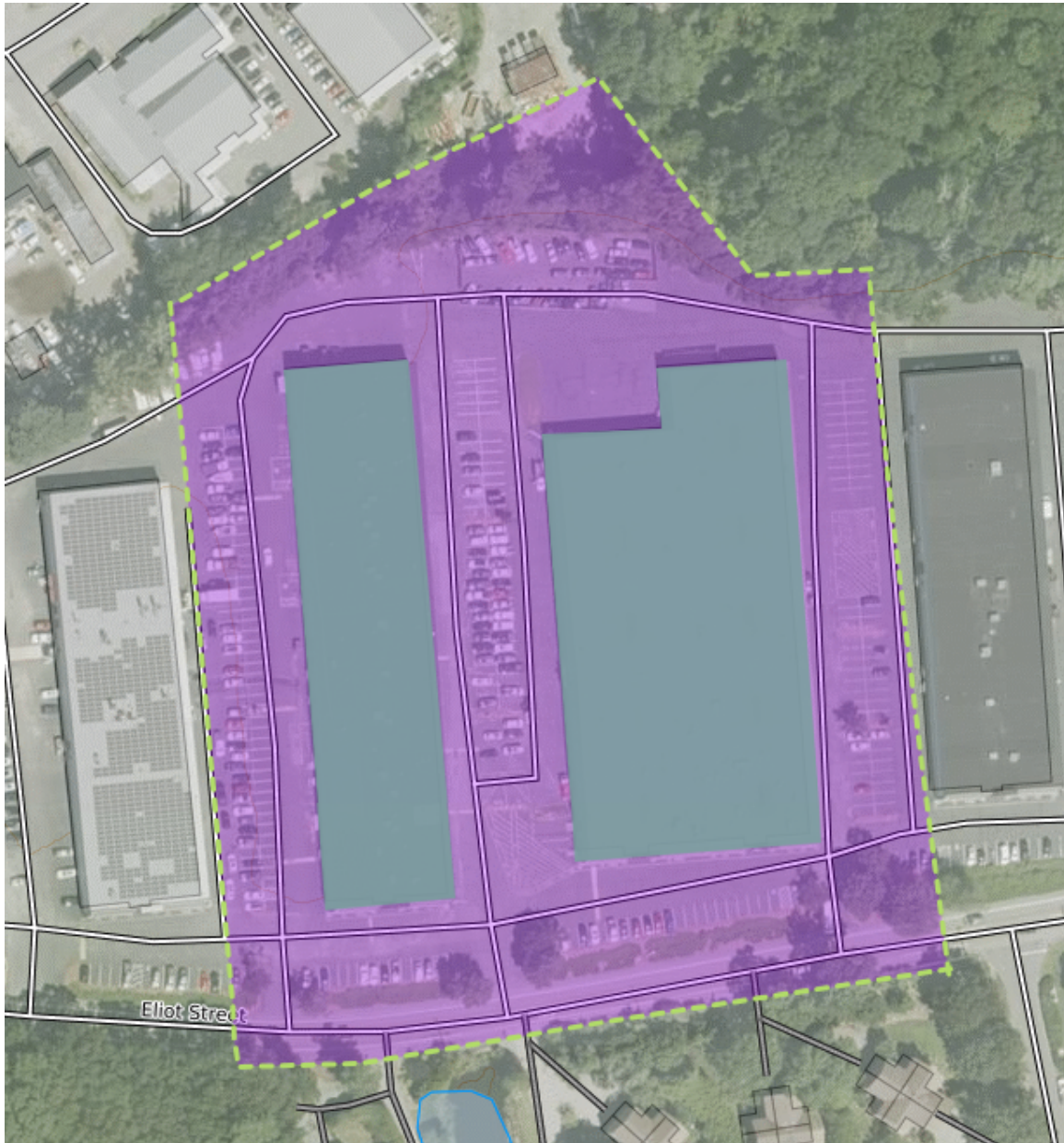
	2023	2024	2025	2023	2024	2025
Primary Clery Reportable Crimes	On Campus			Public Property		
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Rape	0	0	0	1	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Supplemental Clery Reportable Crimes						
Larceny-Theft as a Hate Crime	0	0	0	0	0	0
Simple Assault as a Hate Crime	0	0	0	0	0	0
Intimidation as a Hate Crime	0	0	0	0	0	0
Destruction/Damage/Vandalism of Property as a Hate Crime	0	0	0	0	0	0
Hazing*	N/A	N/A	0	N/A	N/A	0
Violence Against Women Act (VAWA) Offenses						
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0
Weapons Law Violations						
Arrests	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0
Drug Abuse Violations						
Arrests	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0
Liquor Law Violations						
Arrests	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0

* Hazing statistics were first collected beginning January 1, 2025, pursuant to the Stop Campus Hazing Act.

Framingham Campus Hate Crime Statistics

Clery Reportable Hate Crimes	Year	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder and Non-Negligent Manslaughter	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Arson	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Larceny-Theft	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Simple Assault	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Intimidation	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism of Property	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0

Ashland Campus Map



-  Campus Building
-  Public Property
-  Clery Geography Boundary

Ashland Campus Crime Statistics

	2023	2024	2025	2023	2024	2025
Primary Clery Reportable Crimes	On Campus			Public Property		
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Supplemental Clery Reportable Crimes						
Larceny-Theft as a Hate Crime	0	0	0	0	0	0
Simple Assault as a Hate Crime	0	0	0	0	0	0
Intimidation as a Hate Crime	0	0	0	0	0	0
Destruction/Damage/Vandalism of Property as a Hate Crime	0	0	0	0	0	0
Hazing*	N/A	N/A	0	N/A	N/A	0
Violence Against Women Act (VAWA) Offenses						
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0
Weapons Law Violations						
Arrests	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0
Drug Abuse Violations						
Arrests	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0
Liquor Law Violations						
Arrests	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0

* Hazing statistics were first collected beginning January 1, 2025, pursuant to the Stop Campus Hazing Act.

Ashland Campus Hate Crime Statistics

Clery Reportable Hate Crimes	Year	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder and Non-Negligent Manslaughter	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Arson	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Larceny-Theft	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Simple Assault	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Intimidation	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism of Property	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0

Designated Noncampus Property Crime Statistics

Reporting note: The statistics in this section reflect Clery-reportable crimes, and on the following page hate crimes, reported within the designated noncampus property covered by MassBay Community College's written agreements. They represent only the specific spaces identified in the applicable agreements and do not include the host institution's entire campus. Statistics are included regardless of whether the persons involved were affiliated with MassBay.

	Designated Noncampus Property					
	2023	2024	2025	2023	2024	2025
Primary Clery Reportable Crimes	Framingham State University			UMass Amherst Mount Ida Campus		
Murder and Non-Negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	1	1	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	2	0	0	0
Burglary	0	0	1	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Supplemental Clery Reportable Crimes						
Larceny-Theft as a Hate Crime	0	0	0	0	0	0
Simple Assault as a Hate Crime	0	0	0	0	0	0
Intimidation as a Hate Crime	0	0	0	0	0	0
Destruction/Damage/Vandalism of Property as a Hate Crime	0	0	0	0	0	0
Hazing*	N/A	N/A	0	N/A	N/A	0
Violence Against Women Act (VAWA) Offenses						
Domestic Violence	0	0	0	0	0	0
Dating Violence	3	3	3	0	0	0
Stalking	0	0	0	0	0	0
Weapons Law Violations						
Arrests	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0
Drug Abuse Violations						
Arrests	0	0	1	0	0	0
Disciplinary Referrals	0	0	0	0	0	0
Liquor Law Violations						
Arrests	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0

* Hazing statistics were first collected beginning January 1, 2025, pursuant to the Stop Campus Hazing Act.

Noncampus Hate Crime Statistics: Framingham State

Clery Reportable Hate Crimes	Year	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder and Non-Negligent Manslaughter	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Arson	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Larceny-Theft	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Simple Assault	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Intimidation	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism of Property	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0

Noncampus Hate Crime Statistics: UMass Mount Ida

Clery Reportable Hate Crimes	Year	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder and Non-Negligent Manslaughter	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Arson	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Larceny-Theft	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Simple Assault	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Intimidation	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism of Property	2023	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0	0



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