



2025 | Babson College

Annual Security & Fire Safety Report

Wellesley, MA

Boston, MA

Miami, FL



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Introduction

About the Jeanne Clery Campus Safety Act

The Student Right to Know and Campus Security Act was signed into law in November 1990. Title II of this act was known as the Crime Awareness and Security Act. It requires institutions participating in the student financial aid program under Title IV of the Higher Education Act of 1965 to disclose information about campus safety policies and procedures and to provide statistics concerning certain crimes that occur on campus. It was amended and renamed the Jeanne Clery Campus Safety Act in December 2004. In March 2013, the Violence Against Women Reauthorization Act of 2013 (VAWA) was signed into law. These changes require institutions to disclose statistics, policies and programs related to dating violence, domestic violence, sexual assault and stalking among other changes. In compliance with the Act, the Public Safety Department publishes and distributes this information by October 1st of each year.

About the Annual Security & Fire Report

Babson College's annual security and fire safety report includes campus crime statistics and security information for the previous three years that occurred on campus, in noncampus buildings or property owned or controlled by Babson College, and on public property within or immediately adjacent to and accessible from the campus. The report includes institutional policies concerning campus security, reporting of crimes, safety notification procedures, crime prevention and educational programs, and policies concerning alcohol and drug use, sexual assault, Title IX violations or complaints and other matters. Policies outlined in this document apply to all campuses except where noted in each campus description. The procedures for preparing the annual disclosure of crime statistics to the college community include written requests for statistical information obtained from the following sources: the Babson College Public Safety Department, local and state law enforcement agencies, any other applicable law enforcement agencies, and all mandated Babson College Campus Security Authorities (CSAs). For statistical purposes, crime statistics

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reported to any of these sources are recorded in the calendar year the crime was reported. You can obtain a copy of this report by contacting the Public Safety Department or accessing the following website:

<http://www.babson.edu/securityandfirereport>

This document should be read in conjunction with the Babson College *Community Code of Student Conduct*.

<https://www.babson.edu/media/babson/assets/community-standards/community-code-of-student-conduct.pdf>

Campus Security Authorities (CSAs)

CSAs include any member of the Babson College Public Safety Department, any individual who has responsibility for security, but who is not a member of the Public Safety Department, any individual identified by the College as someone to whom a crime should be reported; and any College official who has significant responsibility for student and campus activities. Individuals who fall under this definition may vary among department and area, and include the following but are not limited to:

- Vice President of Learner Success and Dean of Campus Life
- Title IX Coordinator
- Dean of Students, Campus Life
- Associate Dean, Campus Life
- Associate Vice President for Student Success

- Director of Wellness and Prevention Services
- Director of Community Standards
- Director of Athletics
- Director of Religious and Spiritual Life
- Resident Assistants
- Athletic Coaches and Trainers

All CSAs should encourage any party that reports a safety or security concern to report directly to the Public Safety Department as soon as possible. All CSAs must immediately notify the Public Safety Department of a crime or incident surrounding security.

About Babson College

Babson College prepares and empowers entrepreneurial leaders who create, grow, and steward sustainable economic and social value everywhere. We shape the entrepreneurial leaders our world needs most: those with strong functional knowledge, skills, and vision to navigate change, accommodate ambiguity, surmount complexity, and motivate teams in organizations of all types and sizes. A global leader in entrepreneurship education, Babson offers undergraduate, graduate, and executive education programs as well as partnership opportunities.

CHARTING A BOLD COURSE FORWARD

Our purpose is to empower learners anywhere to create lasting economic and social value for themselves, their communities, and the world. We do this through a market-driven, community-developed strategy focused on learner success: One Babson Delivering

Entrepreneurial Leadership Anywhere,
Impacting Ecosystems Everywhere.

The Babson College Public Safety Department

The Babson College Public Safety Department provides law enforcement, security, emergency services, medical services, safety escorts, fire safety detection, one card management, parking enforcement, community engagement initiatives, and Emergency Preparedness for all property owned by the College, 24 hours a day, seven days a week. The Babson College Public Safety Department continues to follow best practices and is a fully accredited police department through the Massachusetts Police Accreditation Commission.

The Department is dedicated to creating an inclusive environment where students, staff, faculty and visitors feel they are treated fairly and with respect. The Department focuses efforts on a team-building approach with community members and groups to promote resiliency and the overall wellness and safety of the community. Annually, the department recognizes numerous strategic goals for the Department and the College including:

- Integration of Inclusive Excellence through all policies and procedures and community engagement programs.
- Assessing the utilization and integration of technology and safety throughout campus.
- Invest in people and infrastructure to enhance learner value realization

Upon completion of the MPTC Police Academy and obtaining POST Certification, Babson College Police Officers have full law enforcement powers on College property as special state police officers under Massachusetts General Law Chapter 22c section 63. As stated in M.G.L. c. 22C, s. 63, police officers have jurisdiction "in or upon lands or structures owned, used, or occupied by... Babson and Olin College." The main campus of Babson College is located in Wellesley, Massachusetts. Parts of the campus do extend into Needham, Massachusetts. The College has three separate campuses, located in Wellesley, Boston and Miami, FL. Officers are expected to learn the specific boundaries of all College sites to which they may be sent, and they are to be completely familiar with the boundaries of the main campus. Each sworn employee must complete all MPTC/POST required annual in service training, and must demonstrate safety and proficiency with issued equipment/tools, such as CPR, Defensive Tactics and Firearms, in order to meet MPTC state requirements. In addition, all employees are frequently assigned to specialized training programs to enhance their professional development. If you have a complaint about the service provided by the Public Safety Department please contact the Shift Supervisor 781-239-5555 or the Office of the Chief of Police via publicsafety@babson.edu.

Introduction

The Public Safety Department maintains a close working relationship with the surrounding jurisdictions including Wellesley and Needham Police Departments, which includes regular meetings and training initiatives. Additionally, campus police officers are granted full law enforcement powers throughout the municipalities as special municipal officers by the towns of Wellesley and Needham. In addition to Babson College's main residential campus in Wellesley, Massachusetts the College also leases space utilized by faculty and/or students at several locations.

The Public Safety Department is closely involved with the safety and security plans developed for these spaces as well as local municipality response and reporting for these spaces utilized by the College. Through coordination with local law enforcement agencies, any reported criminal activity engaged by students at an off-campus location is monitored and reported to the Office of Community Standards.

A Memorandum of Understanding agreement exists between the towns of Wellesley and Needham Police Departments and the Babson College Public Safety Department, outlining the reporting and investigative responsibilities for each department.

The allocation of responsibilities is reviewed periodically, and administrators of the Public Safety Department meet with both the Wellesley and Needham Police Departments. The Public Safety

Department also maintains a working relationship with other law enforcement agencies including, but not limited to, the Massachusetts State Police, the Norfolk County District Attorney's Office, the Wellesley and Needham Fire Departments, and the Massachusetts State Fire Marshal's Office. The Department has radio communications interoperability through the Boston Area Police Emergency Radio Network (BAPERN) and has access to law enforcement databases as a member of the Massachusetts Department of Criminal Justice Information Services.





Reporting Crimes or Other Emergencies

Campus Policies & Procedures Regarding Reporting Criminal Actions or Other Emergencies

The Babson College Public Safety Department is charged with providing law enforcement and other emergency services to the College community. All complaints will be investigated and any violations of law or College policy (as outlined in the [*Community Code of Student Conduct*](#)) can result in the filing of criminal charges and/or referral to the Office of Community Standards. Actual crimes or suspected criminal activities are reported to and investigated by the Public Safety Department. In certain cases, such investigations are carried out in conjunction with local, state, and federal law enforcement agencies. The Babson College Public Safety Department will investigate and prosecute crimes and will work closely with the Wellesley and Needham Police Departments.

The College community can contact this Department at **781-239-5555**

or extension **5555** from any campus telephone. A number of well-marked exterior emergency telephones are also located throughout the campus. These telephones can be used to report a criminal incident, a fire, or any other type of emergency, or to request a personal safety escort from the Public Safety Department. The Public Safety Department Communications Center is staffed 24 hours a day, 365 days a year.

The Public Safety Department recognizes the importance of having the Babson community's assistance in order to effectively perform its duties. In an effort to encourage calls from those members of the community who would not normally contact the department with concerns, information, or complaints, a confidential caller telephone line has been installed. Although the members of the Department prefer to converse with individuals, we acknowledge that some people wish to leave information anonymously. To protect the identity of callers, all calls received on the confidential caller telephone line will be directed to an answering machine that

Reporting Crimes or Other Emergencies

does not have caller ID. The telephone number for this line is **781-237-8164**.

In addition, members of the Student Life/Residence Education staff live on campus. Residents may discuss community concerns and issues of security and safety with these staff members, who may then relay the information to this Department.

In the event of an emergency, the College has a comprehensive Emergency Preparedness Plan which includes an on-demand Emergency Notification System (RAVE Mobile Safety) and response system from members of the Crisis Response Team. In appropriate circumstances, the department issues Public Safety advisories and emergency notifications by utilizing texts, phone calls and emails throughout the campus to advise members of the campus community of actual or suspected criminal activity and other emergencies.

Policies that Encourage Accurate & Prompt Reporting of All Crimes to the Campus Police & the Appropriate Police Agencies

The Public Safety Department presents various crime prevention programs throughout the year. These education and awareness efforts encourage the reporting of **ALL** incidents and any suspicious activity to the proper authority. Student contacts may include

the Public Safety Department, Student Life, Student Advising and Success, Graduate Programs and Graduate Life and Leadership of the F.W. Olin Graduate School of Business, Office of Wellness and Prevention Services or the Wellesley or Needham Police Department. Employee contacts may include the Public Safety Department, the Office of Human Resources, or the Wellesley or Needham Police Department. Although there is no written policy encouraging pastoral and professional mental health counselors to inform clients of voluntary, confidential crime reporting procedures, there is an understanding and knowledge of the proper procedures to be followed should their client wish to report a crime that may have occurred. When a victim of a crime elects to or is unable (physically/mentally) to make such a report, the Department will make all attempts to document and investigate. The Public Safety Department is responsible for the enforcement of College rules and regulations and investigating violations of local, state and federal laws. Staff and students can help prevent crime on campus by keeping doors/windows locked, securing belongings, and reporting any suspicious activity to the Public Safety Department immediately. If there is a problem in your building that can be handled by a Residence Education staff member—e.g., noise complaints, disruptive parties, etc.—please call that person first. If you have an

Reporting Crimes or Other Emergencies

emergency situation, dial **781-239-5555**.

When crimes are reported to the Public Safety Department that require the investigative services or assistance by the Wellesley or Needham Police Department, the Public Safety Department and the appropriate municipal department conduct a joint investigation into the incident.

Campus Sex Offender Reporting

The federal Campus Sex Crimes Prevention Act requires that when a sex offender becomes employed, enrolls as a student, or volunteers at an institution of higher education in the state of Massachusetts, they

must register with the Massachusetts Sex Offender Registry Board (SORB). The SORB procedures ensure this registration information is promptly made available to law enforcement agencies having jurisdiction over the area where the institution of higher education is located. Sex offender information may be obtained upon request through the Babson College Public Safety Department, the Massachusetts Sex Offender Registry Board and through the Florida Sexual Offender and Predator System, which can be accessed on the Babson College Public Safety website:

<https://www.babson.edu/offices-and-services/public-safety-department/safety-and-crime-prevention/>



Security & Access to Campus Facilities

A photograph of a red brick wall at Babson College. The words 'BABSON' and 'COLLEGE' are mounted on the wall in large, white, serif capital letters. In the background, there are trees with autumn-colored leaves and a paved path.

Security and Access to Campus Facilities

Most campus buildings and facilities, with the exception of residence halls, are accessible to members of the community as well as guests and visitors during normal hours of business, Monday through Friday, and for designated hours on Saturdays and Sundays during the school year (excluding holiday periods). Exterior doors on residence halls are locked 24 hours a day with the exception of certain designated circumstances (move-in etc.) Classroom and administrative buildings are secured at the conclusion of normally scheduled business hours.

Electronic card readers control access to residence halls and access is available to all authorized resident students via their Babson OneCard ID. Guests and visitors who wish to enter residence halls should call their undergraduate/graduate host to assist with access. The residence halls are equipped with annoyance alarms, which will detect unauthorized access as well as doors that have been propped open and these alarms are monitored at the Public Safety

Department Communications Center. The Residence Education staff also randomly checks resident hall exterior doors on evening rounds. The Office of Facilities Management and Planning in coordination with Public Safety controls key requests and maintains all door hardware, including locking mechanism repairs.

Security cameras have been installed in all Residential Building card access entry/exit points, well-populated public spaces and frequented pathways and roadways for improved safety and security and investigative purposes as needed. As outlined in the [College's Security Camera and Duress Device Policy](#), College security cameras are not monitored continuously and are not guaranteed to be monitored in real-time. The Public Safety Department, the Office of Residence Education, Office of Facilities Management and Planning and Information Technology Security Department are involved in making decisions about the maintenance and security of campus facilities and should be contacted with questions regarding these areas.



Fire Safety

All Babson College buildings are equipped with fire pull-boxes, alarms, emergency strobe lights, and emergency lighting. All fire and life safety systems are inspected and tested by third party service providers to meet the life safety systems code compliance requirements. When activated, these warnings should direct those occupants and other people affected, to evacuate the building immediately via the evacuation route indicated on the evacuation diagram located on each floor of all Babson facilities. The College has provided the residence halls with automated fire prevention systems that are monitored 24 hours a day and seven days a week. Fire protection systems in residence halls consist of sprinkler systems, both wet and dry, tied to the radio box fire alarm systems. Some buildings are equipped with emergency generators and battery back-ups that automatically activate whenever there is a power loss. These back-ups will operate life safety systems including all fire safety equipment, sprinkler systems, hallway lighting, exit doors, and lighting in all emergency exit stairwells. Each room has an early

detection smoke alarm and the hallways are equipped with both smoke and heat detector units. Additionally, there are emergency pull stations in every hallway, chemical fire extinguishers in every kitchen area, and dry powder extinguishers in hallways. The College also permits students to have an all-purpose fire extinguisher in their room. A dry-powder extinguisher is the only type of extinguisher permitted.

Fire egress drills for the residence halls are conducted once a year in coordination with the Wellesley and Needham Fire Departments, and administrative building fire egress drills are conducted every other year. All students, faculty and staff receive an email notification regarding the fire egress drills as well as detailed overview of fire safety education. Health and safety inspections are conducted twice during each academic year by the Office of Residential Education. Fire safety programs are presented each year during RA training and also with resident students, including basic fire safety instruction and cooking safely within the residence halls.

Rules on portable electrical appliances, smoking and open flames in a student housing facility

The setting of fires is strictly prohibited. Due to the serious risk of injury to persons and property and to minimize fire and safety hazards within the residence halls, the following items, including but not limited to, are prohibited: air conditioners, sun-lamps, candles, hookahs*, hoverboards*, incense, space heaters, halogen lamps, fog/smoke machines, foam machines, electric blankets, and other heat producing appliances, hot plates, toaster ovens, toasters, and coil immersion heaters for cooking.

Compact refrigerators (up to 5.0 cubic feet) are permitted. Popcorn poppers, coffee makers, and small microwaves (0.8 cubic feet, 700 watts or less) are permitted, if they are properly cleaned and maintained.

In using extension cords, students must use grounded (3 prong) surge-protected plug strips with an off/on switch. To see the full list of prohibited items, please visit the [Housing website](#).

*Possession or use of hookah pipes or equipment on campus (inside and outside of the residence halls) is prohibited. Additionally, the use, possession or storage of self-balancing scooters, commercially known as hoverboards, on campus is prohibited. As with other prohibited items that violate the College's fire safety regulations, items found to be in violation of this policy will be

confiscated and students found to be in possession of those items will be referred to the student conduct process.

Appliances such as toasters, toaster ovens, and other heat-producing cookware are permitted in residential living areas and suites that currently have working cooktop ranges. These items can be stored in the room (not plugged in) but may only be used in the residential living areas and suites that have working cooktop ranges. Excessive appliances in these areas will be evaluated and may result in removal of appliances by Student Life.

Violators are subject to immediate referral to the College's student conduct process and/or the appropriate law enforcement agency for possible legal action. When a fire alarm is sounded, whether established as actual or false, the building must be evacuated immediately. Any individual failing to vacate a building during a fire alarm is subject to disciplinary action and a College fine. A second violation may result in suspension from housing or the College. Tampering with fire extinguishers, fire protection equipment, or fire exits is a criminal offense. Students found responsible for doing so may be subject to criminal prosecution and College disciplinary action if malicious or intentional damage is done to fire equipment, including but not limited to: pull boxes, hoses, smoke alarms, heat sensors, and fire extinguishers.

In the event that a pulled alarm box or activation of the alarm system is determined to be malicious, disciplinary action may be taken, including

Fire Safety

revocation of campus housing privileges, suspension, or expulsion from Babson. Violators will be reported to the Wellesley or Needham fire departments for possible criminal prosecution.

Babson College upgrades life safety systems during scheduled construction and renovation projects and allocates additional funding each fiscal year for the installation or upgrade of the existing life safety systems as determined necessary. Babson College maintains its buildings at or above regulatory requirements.

The following departments should be notified by students and employees that a fire occurred:

- *Public Safety Department
- *Facilities Department
- *Office of Legal Counsel
- *Office of Risk Management





Crime Prevention & Community Engagement

Workplace Threats & Violence

Babson College is committed to providing a safe, healthy workplace that is free from violence or threats of violence. This applies to all persons – employees, students, affiliates, business associates, vendors, and all visitors—as well as all locations—in or on our campus facilities, at an off-campus class, seminar, or event we sponsor, or elsewhere. Babson strictly prohibits behavior, whether direct or through the use of College resources, property, or facilities, that:

- Is violent
- Threatens violence
- Harasses or intimidates others
- Interferes with an individual's legal rights of movement or expression
- Disrupts the workplace, the academic environment or the College's ability to provide services

Violent or threatening behavior can include, but is not limited to, physical acts, oral or written statements, harassing email messages, harassing telephone calls or texts, obscene or abusive gestures and expressions, or behaviors such as stalking. Violence in

the workplace includes relationship or domestic violence that may follow an employee into the workplace, endangering the employee and others in the workplace.

Reporting Workplace Threats and Violence: It is the responsibility of all Babson College personnel to notify the Public Safety Department of any threats they have witnessed, received, or have been told that another person has witnessed or received. All complaints will be fully investigated. Babson will promptly respond to any incident or suggestion of violence. Violations of the policy can lead to disciplinary action up to and including dismissal and criminal prosecution. Public Safety has partnered with Human Resources in creating and presenting an Emergency Preparedness Training for staff and faculty across campus.

Security Awareness & Crime Prevention

Crime awareness and prevention is a primary objective of the Public Safety Department. To achieve this goal, the Department stresses eliminating or minimizing criminal opportunities and encourages members of the campus community to be cognizant of their own

Crime Prevention

safety and the safety of others. Community cooperation and involvement in campus safety is absolutely necessary. Students must assume responsibility for their own personal belongings by taking simple, commonsense precautions. The Public Safety Department is continually involved in discussion groups and presentations regarding residence hall security during all first year orientation programs as well as community policing initiatives throughout the year. Annual presentations such as Situational Awareness and Safety Preparedness Training are available that focus on issues such as keeping doors and belongings secured, and reporting suspicious persons or activities to the Public Safety Department so crimes can be prevented.

The Public Safety Department makes information and recommendations in the area of crime awareness and crime prevention available to various campus publications through the Department's website, email messages and social media. The Public Safety Department posts information, leaflets and posters regarding crime prevention and community policing inside the lobby of the Public Safety Department as well as throughout the College. The following is a list of programs and services provided by Public Safety Department to promote crime prevention and awareness:

Police and Fire Log: The Public Safety Department provides a daily crime log that is accessible to the

public 24 hours a day which gives students and all community members information on complaints and criminal incidents that have occurred on campus. This log is provided to promote community awareness of incidents occurring on campus and assist in their prevention.

Website and Social Media: The Public Safety Department utilizes the website and social media (Facebook & Instagram) to promote crime prevention initiatives as well as information sharing

Crime Prevention Message: If it is appropriate, a crime prevention message may be included in a community newsletter suggesting future preventative measures to avoid the occurrence of further incidences.

Community Advisory

Program: The Public Safety Department's Community Advisory Program sends messages to the campus community through the College computer electronic mail service. The Community Advisory Program may provide information pertaining to a crime prevention initiative and education or a timely notice to the College community regarding current information on incidents occurring on campus whenever such incidents are considered by the college to represent a threat to the community and offers crime prevention suggestions.

New Student Orientation: During Orientation for new students, the

Crime Prevention

Public Safety Department, in conjunction with Student Advising and Success and Residence Education, presents programs for students regarding residence hall and community security. As part of these programs, officers visit residence halls to discuss various issues regarding campus safety with students.

Group Meetings: Community policing members regularly meet with student groups and organizations to discuss different topics of concern or safety issues.

Personal Safety Escort Service: The Public Safety Department will provide a personal safety escort program upon request. The Public Safety Department will dispatch a police officer or Community Service Officer to any location on campus to accompany community members to their destinations on campus. Public Safety staff will make every effort to accommodate your request in a timely manner. There may be times when this service is delayed. Contact the Public Safety Department anytime at extension **5555** if you are in need of an escort.

Basic Self-Defense Training Classes: The Public Safety Department has several police officers who are specially trained instructors certified to teach unique basic self-defense program.

Emergency Preparedness Training Program: Public Safety in coordination with Human Resources has put together a presentation that

covers basic safety tips to response surrounding an act of violence.

Emergency Blue Light Phones: These two-way emergency call boxes are strategically located around the campus. They allow an individual in need of assistance to speak directly with the Communications Center. A Babson College Police Officer will then be dispatched to the caller.

Lighting Surveys: Regularly, the Public Safety Department works closely with Facilities to inspect, assess and recommend the appropriate means of safe lighting throughout campus.

Procedures for notifying Babson College that a student or employee has obtained a court issued protective order

Babson community members who have obtained a court issued protective order should promptly provide Babson Public Safety with a copy of any effective court issued protective orders and inform Babson Public Safety if and when such orders are modified, extended or rescinded, so that Babson can enforce the orders. Babson's Title IX Coordinator or the Office of Community Standards provides Babson Public Safety with copies of No Contact Orders (NCOs) issued by their offices.

Crime Prevention

Criminal Activity at NonCampus Student Organizations

The College currently has no recognized noncampus student organizations. All student organizations are housed in campus buildings.





Missing Student Protocol

The purpose of this protocol is to establish procedures for the College's response to reports of missing students. This protocol applies to any actively enrolled student (including commuter or resident on campus) and is determined through a third-party report to be a "missing person." **For purposes of this protocol, a student may be considered to be a missing person if the person's absence is contrary to his/her usual pattern of behavior and unusual circumstances may have caused the absence.** Such circumstances could include, but not be limited to, a report or suspicion that the missing person may be the victim of foul play, has expressed suicidal thoughts, is drug dependent, is in a life-threatening situation, or has been with persons who may endanger the student's welfare. This protocol does not impose any obligation upon the College to continuously "check" on the whereabouts of any student.

I. Summary of Protocol

In the case of a student determined to

be a missing person, the Dean of Students, Graduate Dean, the Director of Public Safety/Chief of Police and their respective staff will work to ensure that appropriate members of the campus community (staff, faculty and students) and parents are notified and services and resources are effectively used. Once a determination has been made that a student living in on-campus student housing is missing, local law enforcement will be notified of the situation within 24 hours. Outside law enforcement assistance will be sought appropriately and College services and resources will be made available to assist in finding the missing person as soon as possible.

II. Procedures for designation of emergency contact information

A. Students age 18 and above, emancipated minors and those who have not identified a contact person

Students will be given the opportunity during each year to designate an individual or individuals to be contacted by the College no more than 24 hours after the time the student to

Missing Student Protocol

be determined to be missing in accordance with the procedures set forth below. A designation will remain in effect until changed or revoked by the student. Students may access their “My Info” tab on the Babson student portal and enter contact information under the tab “Missing Persons Contact.” All contact information provided by the student will be registered confidentially. This information will be accessible only to authorized campus officials and it may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation.

B. Students under the age of 18

In the event a student who is not emancipated is determined to be missing pursuant to the procedures set forth below, the College shall notify a custodial parent or guardian no more than 24 hours after the student is determined to be missing in accordance with the procedures set forth below.

C. Timeframes for reporting to emergency contacts, parents or spouse

The above stated time frames shall be accelerated under appropriate circumstances. If foul play is suspected, contact should be made as soon as sufficient information has been confirmed. Such contact shall be made by the Vice President for Campus Life/Dean of Students or the Director of Public Safety/Chief of Police. Name and phone numbers should be left with the emergency contact. If the student is a graduate student, the contact should be

made in consultation with the Graduate Dean.

III. Notification procedures for a missing student

A. A missing person report may be initiated by any member of the campus community or by a third party. For example, it may begin with a roommate notifying a Resident Assistant or the Office of Residence Education or with a parent notifying the Office of Student Life.

B. The Public Safety Department and Vice President of Learner Success shall be promptly advised of any such report. The Graduate Dean shall be advised if the student is a graduate student.

C. The Public Safety Department will gather all essential information about the missing student from the reporting person and from the student’s acquaintances: description, clothes last worn, where the student might be, who the student might be with, vehicle description/license and information about the student’s physical and mental well-being. The Public Safety Department has a detailed Missing Person Well Being Checklist that Officers shall follow and fill out appropriately throughout the investigation.

D. The following specific information and materials shall be promptly assembled, and contacts made, in response to any such report:

1. Personal information: Student’s full name, ID, mailbox, residence hall assignment/local address, room,

Missing Student Protocol

phone number, cell phone number, class, date of birth, country of citizenship and any e-mail addresses (College and secondary).

2. Home address, parents' names, address, phone numbers and cell phone numbers.
3. Recent photograph.
4. Class schedule: Last known class attended, faculty name.
5. Meal card: Location and time of last known meal eaten.
6. OneCard: Last known swipe in a residence hall or other building.
7. Roommate(s): Names, phone numbers, cell phone numbers.
8. Resident Assistant: Name, phone number, cell phone number.
9. Identity of last known person in contact.
10. Health Services: any medical conditions or medication that student needs, any mental health services the student may have sought.
11. Athletic facilities: Last known use of facilities.
12. Class Dean.
13. Area hospitals contacted.

E. Appropriate campus staff will be notified to aid in the search for the student.

F. Arrangements for the parents to come to campus should be made, if necessary.

IV. Communications about missing students

A. In cases involving a missing student, law enforcement personnel are best situated to provide information to the media that is designed to elicit public assistance in the search for a missing person. Therefore, all communications regarding a missing student will be handled by the Office of Public Relations in coordination with the Public Safety Department in consultation with the Vice President of Campus Life/Dean of Students (and the Graduate Dean if the student is a graduate student and by outside law enforcement authorities.

B. All inquiries to the College regarding missing students, or information provided to any individual at the College about a missing student, shall be referred to the Public Safety Department who shall refer such inquiries and information to other law enforcement authorities or Office of Public Relations.

C. Prior to providing the College community with any information about a missing student, the Public Safety Department and, as appropriate, external law enforcement authorities shall be consulted to ensure that communications do not hinder the investigation.

D. Where appropriate, paper flyers, e-mail and the Emergency Notification System (*RAVE Mobile Safety*) may be used to assist in seeking information about a missing student.

Missing Student Protocol

V. Follow-up:

- A. If the student is found quickly with minimum response, all offices that were contacted should be notified the student has been located. After contacting the parents, if they have been contacted, the Dean of Students or Graduate Dean, as the case may be, should meet with the student and arrange for any follow-up actions.
- B. If the student is found, but after law enforcement has been notified, the Public Safety Department should report the student has been located. After contacting the emergency contact and various offices on campus, if they have been contacted, the VP/Dean of Student or Graduate Dean, as the case may be, should meet with the student and arrange for any follow-up actions.
- C. If the student is found dead/seriously injured, the appropriate crisis response protocols should be followed.

List of individuals or organizations that should be contacted if a student who lives in on-campus student housing has been missing from campus for 24 hours:

-Vice President of Campus Life
781-239-5008

-Dean of Students
781-239- 5028

-Director of Residence Life
781-239-3891

-Graduate Deans Office
781-239-4018

-Director of Public Safety

781-239-5946

-Wellesley Police Department

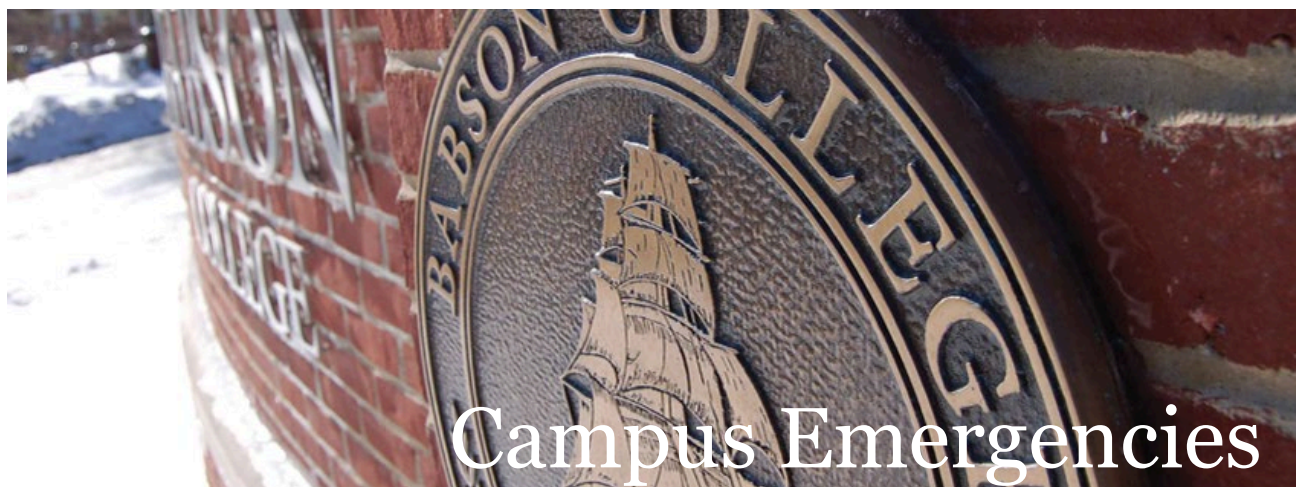
781-235-1212

-Needham Police Department

781-455-7570

VI. Off-campus or commuter students

- A. When an off-campus and/or commuter student is believed to be missing, the Public Safety Department should immediately notify the appropriate external law enforcement authorities. The Public Safety Department will assist external authorities with these investigations as requested.



Campus Emergencies

Timely Warning Policy

The Director/Chief of Police or their designee is responsible for issuing timely warnings in compliance with the Jeanne Clery Act, 20 U.S.C. A timely warning is defined as what is considered by the institution to represent a serious or continuing threat to students and employees. Timely Warning Notices are usually distributed for the following Uniformed Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) classifications: arson, criminal homicide, and robbery. Cases of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by campus officials. Accordingly, the Public Safety Department will continuously and diligently work and coordinate with the Wellesley and Needham Police Departments and other law enforcement agencies to address exigent public safety concerns. Anyone with information warranting a timely warning should report the circumstances to the Public Safety Department.

Timely Warning Procedure

Emergency Notification

The College has a mass emergency notification system (RAVE mobile safety) to provide on-demand notification and response. The information that each community member enters into their emergency notification page on the Babson Portal is used to notify community members in the event of a crisis. This information will be sent out through numerous communication methods (phone calls, text messages, emails, Babson's social media, and/or Babson's webpage) and the system is tested twice a year (Fall & Spring Semesters.) Emergency drills and tests will be pre-announced and the following information will be documented: description of the test, date the test was held, time the test started and ended, and whether the test was announced or unannounced. Babson College will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or

Campus Emergencies

to contain, respond to or otherwise mitigate the emergency.

The College does not currently segment any emergency notification messages for certain groups or locations as the College cannot account for everyone's location and instead chooses to immediately notify the entire campus community if there is a confirmed significant emergency or dangerous situation, involving an immediate threat to the health or safety of students or faculty/staff occurring on campus.

Babson College uses several different methods of notification to alert the campus community. These include:

- Text, phone, and email alerts through the emergency alert system (RAVE Mobile Safety) which is imported from information that is entered by the Babson community member through the Babson portal
- Email alerts sent to the babson.edu email addresses of all students, staff, and faculty
- Phone calls to campus phones including voicemail blasts
- Posting information on the Babson [homepage](#) and the [Emergency Preparedness](#) webpage
- Information will be updated on the Babson INFO line: 781-239-4636
- Babson official social media platforms

In case of an emergency, these systems will provide information about the nature of the emergency, what to do and where to get additional details. Emergency updates and further information will be provided by posting to the listed websites, emails to the Babson College community and other methods as needed. It is recommended that persons do not call 911 or Babson

College Public Safety unless truly an emergency (Police, Fire, Ambulance.)

Emergency Response & Evacuation Procedures

Within its educational framework, Babson College has in place plans for appropriate response to all types of emergencies and procedures for evacuation. The Public Safety staff is responsible for responding to reported emergencies and confirming the existence of an emergency, sometimes in conjunction with campus administrators, local first responders, health services, facilities and/or the national weather center.

The College has instituted an All Hazards Emergency Operations Plan and CEMP (Comprehensive Emergency Management Plan) to provide for the safety of students, faculty, staff, and visitors in the event of an emergency on campus including evacuation procedures. These plans establish policies, procedures and organizational structure for response to emergencies that are of significant magnitude to cause a disruption of all or portions of the College. These plans outline the response to these critical incidents such as natural and man-made disasters, pandemics, acts of terrorism, civil disturbances, bomb threats, mass arrests, active threat, hostage/barricaded person situations and other unusual incidents. It is the objective of Babson College to be consistent with the same incident management system (ICS Incident Command System) that is utilized by our town, county and state emergency

Campus Emergencies

response partners. The development of these plans has been consistent and closely linked to the regional plans of the Town of Wellesley and Needham and the Massachusetts Office of Emergency Management Agency.

The College has determined threat level classifications as a guide to emergency responses and communication

Threat Level Classifications

LEVEL 1: Administrative Notification / Localized Issue

ACTION: Update community as needed through personal contact, email, website, and postings/handouts

LEVEL 2: Monitor/Standby

ACTION: Update community as needed through personal contact, email, website, and postings/handouts.

LEVEL 3: Alert

ACTION: Alert and update community as needed through emergency notification system (RAVE mobile safety), voicemail blast of on campus phones, email, Babson home page and emergency preparedness website, update INFO line directing inquiries.

LEVEL 4: Emergency

A catastrophic emergency event involving the entire campus and surrounding community. Immediate resolution of the disaster, which is usually multi-hazard, is beyond the emergency response capabilities of

campus and local resources (Example: earthquake, major hurricane, or act of terrorism that would require State and Federal assistance). Procedures followed by College personnel will be similar to those outlined above with respect to Level 4 emergencies.

ACTION: Alert and update community as needed through emergency alert system (RAVE mobile safety), voicemail blast of on campus phones, email, Babson home page and emergency preparedness website, update INFO line directing inquiries.

The plan's goal is to preserve life, property, and the continuity of campus operations. The overall objective is to ensure the effective management and coordination of College resources in preparing for and responding to situations requiring minor (e.g. residence hall), moderate (e.g. building or buildings and/or area or areas), or full-scale (entire campus) evacuation.

The Evacuation Plan establishes an organizational structure for evacuation, decision making, general evacuation priorities and guidelines, and specific building evacuation procedures for response to an emergency at the college. The plan describes the roles and operational responsibilities of designated college personnel during an evacuation emergency and the responsibilities of both internal and external departments, including the Wellesley and Needham Police and Fire departments. The College conducts regular drills on campus to include full evacuation of all residential halls through fire alarm testing annually and all administrative buildings bi-

Campus Emergencies

annually. All buildings on campus have detailed evacuation procedures posted throughout the building and the community is regularly advised of this information during exercises and drills.

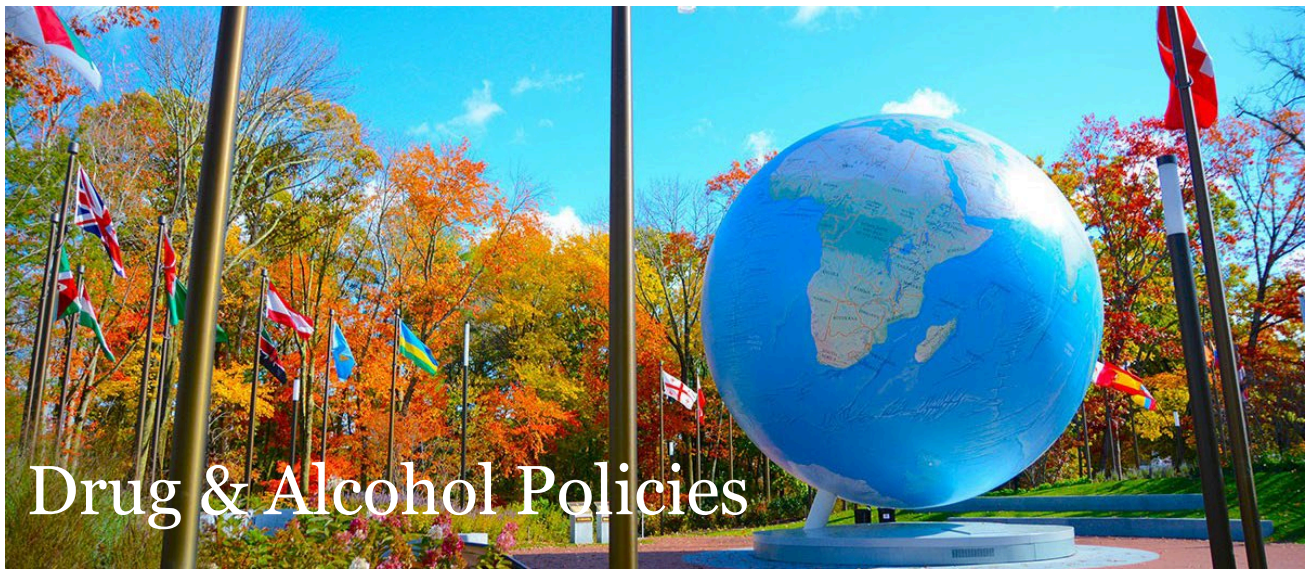
The Evacuation Plan revolves around the concept of All-Hazards planning and is intended as a core college response plan that is generic for any type of evacuation incident or situation, and is used as a foundation for more specific evacuation plans layered on this plan for each building on campus. It is organized around the core operational considerations associated with the management of emergencies as outlined by the Federal Emergency Management Agency (FEMA).

Members of the Crisis Response team including members at the Executive Level meet regularly throughout the year to discuss procedures and debrief incidents as well as participate in an annual Emergency Preparedness tabletop exercise and other extensive training within the Public Safety Department's Emergency Management Specialist. Babson College's Public Safety Department prepares for and responds to all emergency situations in a safe, effective, and timely manner. Appropriate College personnel and supporting resources are to be used to accomplish the following priorities:

- Protection of students, faculty, staff, and visitors
- Assessment of the situation and damages, dispatch of Public Safety personnel and equipment, and maintenance of life and safety support

- Preservation of campus resources and restoration of general campus operations





Drug & Alcohol Policies

Drug-Free Schools and Communities Act (Public Law 101-226)

Students at Babson College must be aware their behavior with respect to alcohol and other drugs is constrained by two sets of rules: Massachusetts state law and the College's policies, which reflect the concern for the health and well-being of its students. The policies adopted by the College in order to comply with the Drug-Free Schools and Communities Act are set forth in the College's [*Community Code of Student Conduct*](#).

Massachusetts State Law

Alcohol

Massachusetts state law subjects an individual to fines ranging from \$300 to \$1,000, loss of driver's license, and/or imprisonment for the following acts:

- Sale or delivery of alcohol to anyone under 21 years of age
- Possession, purchase, delivery, or transportation of alcohol by

anyone under 21 years of age

- Misrepresentation or falsification of identification in order to purchase alcohol

No person shall possess or consume an alcoholic beverage as defined by M.G.L. Chapter 138, Section 1, as amended, within the limits of any park, playground, public land or public building owned or under the control of the Town of Wellesley and Needham.

The law further states anyone who wishes to purchase alcohol must show, upon request, a valid Massachusetts driver's license indicating that he or she is 21 years of age or older.

Drug Laws

The possession, use, or distribution of illegal drugs is prohibited by federal law. There are strict penalties for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction.

Drug & Alcohol Policies

Massachusetts has criminal penalties for use of controlled substances, or drugs, with penalties varying with the type of drug. In general, use of narcotic and addictive drugs, and drugs with high potential for abuse, have heavier penalties. Possession of drugs is illegal without valid authorization. While penalties for possession are generally not as great as for manufacture and distribution of drugs, possession of a relatively large quantity may be considered distribution. Under both state and federal laws, penalties for possession, manufacture, and distribution are much greater for second and subsequent convictions. Many laws dictate mandatory prison terms and the full minimum term must be served.

Marijuana

Massachusetts Marijuana Law

On November 8, 2016, the Commonwealth of Massachusetts enacted a change in law regarding the possession of marijuana. The new law regarding possession outside one's primary residence is as follows:

Persons 21+ years of age without a Cannabis Control Commission License or DPH Registration:

- Possession of up to 1 oz of marijuana – Legal.
- Possession of 1-2 oz - Civil fine of not more than \$100.
- Possession of over 2 oz - Criminal penalties available.

Persons 18-20 years of age:

- Possession of under 2 oz - Civil fine of not more than \$100.
- Possession of over 2 oz - Criminal penalties available.

Persons under 18 years of age (Juvenile) without a Medical Patient ID:

- Possession of under 2 oz - Civil fine of not more than \$100.
- Possession of over 2 oz - Delinquency penalties available.

College Policy on Alcohol & Drug Use

In addition to maintaining strict compliance with all state and federal laws, Babson College has established its own drug and alcohol policies. The following acts are prohibited on College premises or at College-sponsored activities and events: distribution, possession, or use of any illegal drug and/or the use, possession, or distribution of any controlled substance without legal authorization; providing alcoholic beverages to individuals under 21 years of age; unauthorized use of prescription drugs; possession of drug paraphernalia; possession of alcoholic beverages by individuals under 21 years of age; illegal or unauthorized possession of an open container of an alcoholic beverage; public intoxication; driving while intoxicated; drinking alcoholic beverages in an unauthorized public place; drinking games and drinking paraphernalia; the possession of a central source of alcohol and the commercial delivery of alcohol to the residence halls. Persons who violate the College's policy regarding alcohol and

Drug & Alcohol Policies

drugs, as described below, are subject to appropriate disciplinary action, counseling, education, probation, suspension, expulsion, and referral to proper law enforcement authorities for prosecution. Under appropriate circumstances, the College may refer violations to the Wellesley or Needham Police Department and the offices of the Norfolk District Attorney, the Middlesex District Attorney, or the United States Attorney, as appropriate, for investigation and/or prosecution. A new law suspends federal student aid eligibility for students convicted under federal or state law of possession or sale of drugs (not including alcohol or tobacco).

Prevention & Education

Babson College is committed to encouraging and facilitating responsible student decision making and focusing on the overall wellbeing of the community. The College provides educational programs on alcohol and drugs as well as counseling and psychological services. The College recognizes there are serious health risks associated with the misuse and abuse of mind-altering drugs, including all controlled substances and alcohol. These risks include, but are not limited to, physical and psychological dependence; damage to the brain, pancreas, kidneys, and lungs; high blood pressure; heart attacks and strokes; ulcers; birth defects; diminished immune system; and death.

In addition to health risks, the misuse and abuse of mind-altering drugs, including all controlled substances and alcohol, impacts the safety of students, respect for College property, and the

educational mission of the institution. Alcohol and drug misuse and abuse among students has been shown to have serious negative effects on the abilities of students to reach their educational goals. While students have the primary responsibility for maintaining their academic progress and their overall health, Babson College seeks to, in all of its programs, services, and activities, enforce the legal and responsible use of alcohol on its campus and among its community members.

Wellness & Prevention Services

The Department of Wellness & Prevention Services, within the Division of Learner Success & Campus Life, provides health and wellness education and strives to create an environment that promotes, encourages and supports healthy decisions and behaviors. Services include intervention, prevention and education in the following areas: alcohol and other drugs, sexual and relationship violence, sexual health, and mental health. Working in collaboration with various College departments such as Student Advising and Success, Athletics, Community Standards, Counseling & Psychological Services, Office of Belonging and Inclusion, Fraternity & Sorority Life, Health Services, Public Safety, Residence Education, and Student Engagement, Wellness & Prevention Services, within Babson Health & Wellness, seeks to provide resources, programming and continuity of care for Babson students and the community.

Drug & Alcohol Policies

Wellness & Prevention Services provides leadership for a comprehensive substance misuse and abuse prevention program focused on education, intervention services, policy initiatives, and coordination with treatment providers. In addition to providing training and educational programs for the community, Wellness & Prevention Services provides confidential consultations for students who have been referred for alcohol and drug-related concerns and for students who have concerns about someone else's substance use.

The following is a description of the various intervention services provided:

Individual Consultations

Free and confidential consultations by appointment provide students with an opportunity to explore the nature of their relationship with alcohol and/or drugs, discuss concerns for self or others, receive personalized feedback, and gather information and resources.

Personalized Feedback Intervention (PFI)

The PFI is an online tool designed to analyze the participant's substance use based on their personal reporting, and provide feedback and education. While often utilized as an education sanction, the PFI is available for all Babson students. Visit [Personalized Feedback Intervention](#) (PFI) to take the 10-minute survey and receive your results immediately. A Wellness & Prevention Services Staff member may reach out upon completion of the PFI to offer an optional individual consult to expand upon the PFI results.

BASICS/CASICS

BASICS (Brief Alcohol Screening & Intervention for College Students) and CASICS (Cannabis Screening & Intervention for College Students) are a two-session assessment designed specifically for college students. BASICS has been found to significantly reduce negative consequences resulting from drinking, as well as alcohol consumption rates. CASICS is designed similarly to BASICS and focuses on cannabis use among college students. The first session typically includes an intake interview and the completion of an online assessment that gathers information about the student's relationship with alcohol. A comprehensive personalized feedback profile is generated for the second session, which features comparisons to campus norms, consequences and student goals. The provider guides the student through their profile, using principles of Motivational Interviewing throughout the process.

Substance Use Assessment

If the College believes a student could benefit from a more in-depth evaluation of their alcohol or other drug use, the Director of Wellness & Prevention Services works with the student directly to connect him/her to a clinician that can conduct a thorough assessment.



Gender-Based Misconduct

Sexual Violence, Sexual Harassment & Other Gender-Based Misconduct

Babson College is dedicated to supporting members of the Babson community who have experienced gender-based misconduct. When the College becomes aware that a Babson community member may have committed gender-based misconduct, the College will promptly coordinate a response that aims to stop the behavior, to prevent its recurrence, and to remedy its effects on the community. In all cases where the College receives a report that a Babson community member is the victim of gender-based misconduct, the reported victims will be provided with written information about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available; how to request changes to academic, living, transportation and working situations, as well as their options to speak with confidential resources, on or off campus. The information provided includes options to speak with confidential resources, on

or off campus. Resources are also listed within this report on pages 59-60.

Babson College informs all reported victims of gender-based misconduct of their rights and options for filing a complaint with the police and/or with the College. To ensure that the institutional response to sexual violence is holistic and consistent, the College has a comprehensive set of policies and procedures in place for the prevention of and response to gender-based misconduct. These policies address the rights and support services afforded to all victims, investigatory and disciplinary processes and procedures, and the onboarding and continuing education of our community.

Information for Students Who Have Experienced Gender-Based Misconduct

Babson College students have access to Babson Health Services for STI testing and other relevant testing and care. Additionally, students can receive transportation to a local emergency room for a SANE (sexual assault nurse examiner) exam. This program has specially trained nurses who can

Gender-Based Misconduct

examine individuals who have experienced sexual assault and collect evidence. Babson's Department of Wellness and Prevention Services can provide medical advocacy for Babson students. Confidential medical care is available regardless of whether a student reports to the College or local law enforcement. Students can also go to a SANE program on their own. SANE hospitals in the Boston Area are available at:

- Newton-Wellesley Hospital
- Beth Israel Deaconess Medical Center (Boston)
- Boston Medical Center
- Brigham and Women's Hospital
- Cambridge Hospital
- Children's Hospital
- Massachusetts General Hospital

Babson encourages all individuals who have experienced sexual assault to promptly seek appropriate medical attention and to preserve any evidence that may assist in proving the alleged criminal offense occurred or that may be helpful in obtaining a protection order. Information about confidential resources that the College provides for Babson students as well as confidential community resources available to assist anyone in obtaining medical care and preserving evidence is provided in this report.

If an assault has occurred within 120 hours, an opportunity exists to preserve evidence. Individuals who have been assaulted and wish to preserve evidence can place clothing and other items that may contain evidence (sheets, blankets) in a brown paper (not plastic) bag. Avoid

drinking, bathing, showering, douching, brushing your teeth, using mouthwash, combing your hair or changing clothes. Physical evidence will be collected in the emergency room if applicable. An overview of support resources can be found on the [Babson's Title IX website](#) and [Wellness and Prevention Services website](#).

Information on Determining College Sanctions for Gender-Based Misconduct

Any student found responsible for violating Babson's Gender-Based Misconduct Policy by engaging in nonconsensual sexual contact, sexual exploitation, sexual harassment, intimate partner abuse or stalking will receive a sanction up to and including expulsion. Sanctions are determined on an individual basis, based on the facts and circumstances of each case. To determine the appropriate sanction, the decision-maker will take into account any previous disciplinary history, the impact on the affected party(ies) and community and will consider the potential effectiveness of the sanction to prevent reoccurrence. Please see Section IX of the Gender-Based Misconduct Policy for Students for more information about Sanction Guidelines.

Policies Regarding Gender-Based Misconduct and Conduct Prohibited Under Title IX

Babson College prohibits all its community members (including both

Gender-Based Misconduct

students and employees) from engaging in discrimination or misconduct related to sex, gender identity or expression, or sexual orientation. In compliance with Title IX regulations which became effective August 14, 2020 (“2020 Regulations”), Babson has adopted a Title IX Policy (last amended September 12, 2025) which includes a hearing process to address any complaints alleging dating violence, domestic violence, sexual assault, stalking, or sexual harassment which fall within the jurisdiction and scope of the 2020 Title IX regulations. At present, Babson continues to address through the investigative processes of its [Gender-Based Misconduct \(GBM\) Policies](#) (one for Students and another for Faculty, Staff and Affiliated Persons), complaints alleging conduct that Babson defines as prohibited gender-based misconduct which fall outside the scope and jurisdiction of the Title IX Policy. Both Babson’s Title IX and GBM Policies provide parties with a prompt, fair, and impartial process from the initial investigation to the final results.

The college will disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim

Babson applies the preponderance of evidence (“more likely than not”)

standard to assess any allegations that a student or employee has engaged in any violation of College policy. Babson students or employees who are found to have violated either Babson’s Title IX Policy or Gender-Based Misconduct Policies may face disciplinary sanctions up to and including expulsion (for students) or separation of employment. Babson’s Title IX Policy is printed below, and the most current version of that Policy, as well as Babson’s Gender-Based Misconduct Policies, are posted on the College’s [Title IX website](#) along with information about available reporting options and confidential resources to support individuals who have experienced any such misconduct.

Title IX Policy

Babson College Title IX Policy (Effective August 14, 2020, as last amended September 12, 2025)

I. Purpose of this Policy

Babson College (the “College”) is committed to preserving a learning and working environment that values Inclusive Excellence, and promotes the health and safety of all community members. Consistent with these values and with Babson’s [Notice of Non-Discrimination](#), Babson takes seriously its obligation to prevent and respond to allegations of sexual harassment and other discrimination and harassment, set forth in Title IX of the Education Amendment Act of 1972 (“Title IX”), the Violence Against Women Act and its Reauthorization, the Campus SaVE Act, the Clery Act, Title VII of the Civil Rights Act of 1964, Massachusetts General Laws C.151B, Massachusetts’ Campus Sexual Violence Act of 2021, and other related laws.

This Title IX Policy (“Babson’s TIX Policy” or “Policy”) was adopted to comply with federal regulations the U.S. Department of Education issued effective August 14, 2020. These regulations require colleges to follow prescribed procedures, including a live hearing, when addressing formal complaints from someone participating or attempting to participate in Babson’s educational programs or activities who reports that they were subjected to conduct defined in those regulations as Title IX Prohibited Conduct.

Title IX Prohibited Conduct is considered by Babson to be one of the most serious violations of the College’s values and is not tolerated by the College. Prior to August 2020, Babson had addressed allegations that community members engaged in sex discrimination which violates Title IX under the College’s Gender-Based Misconduct Policies¹, which prohibit all Babson community members from engaging in certain types of discrimination based on someone’s sex, gender identity, gender expression, or sexual orientation, regardless of where such conduct occurred or complainant’s status.

In compliance with federal law, Babson applies the definitions and processes of this Title IX Policy to address reports from complainants who allege that while participating or attempting to participate in Babson’s educational programs or activities, they were harmed by respondents who engaged in Title IX Prohibited Conduct on campus or at facilities owned or controlled by the College within the United States. The 2020 federal regulations require prescriptive definitions for some of these terms; therefore, careful attention should be paid to Section III (Definitions) and Section IV (Prohibited Conduct) which incorporate these federally required definitions as applied in this Policy. However, consistent with Babson’s community values, the College will continue to apply the processes and terms of Babson’s Gender-Based Misconduct

¹ [Babson’s Gender-Based Misconduct Policy for Students](#) applies when a respondent is a Babson student, whereas [Babson’s Gender-Based Misconduct Policy for Faculty, Staff, and Affiliated Persons](#) applies when the respondent’s primary status at Babson is as a non-student.

Title IX Policy

Policies to address reports that any Babson community members engaged in conduct that Babson defines as prohibited gender-based misconduct, and which does not fall within the scope and jurisdiction of Babson's Title IX Policy.

II. Scope and Jurisdiction of Babson's Title IX Policy

Babson's Title IX Policy informs members of the Babson College community about their individual, organizational, and community rights and responsibilities regarding Title IX Prohibited Conduct; resources available to assist members of the Babson College community who have experienced Title IX Prohibited Conduct; and the College's response to such concerns.

The scope and jurisdiction of Babson's Title IX Policy is limited to complaints Babson College receives from a person who is participating or attempting to participate in College programs or activities that are located in the United States and of which Babson exercised substantial control at the time of the Prohibited Conduct.

III. Definitions

Actual Knowledge or Notice to the College: Babson has actual notice of alleged Title IX Prohibited Conduct only if a report concerning the conduct is made to Babson's Title IX Coordinator, the Title IX Administrator, a Deputy Title IX Coordinator, or to one of the following Babson Officials who have authority to institute corrective measures on Babson's behalf: Vice President for Human Resources, Donna Bonaparte; Dean of Faculty, Donna Stoddard; or Vice President of Learner Success and Dean of Campus Life, Caitlin Capozzi.

Advisor: A person chosen by a party, who may but need not be an attorney, who provides support and advice to the party during any stage of the grievance process. Any person serving as a party's advisor is prohibited from publicly disclosing private information, including information protected under the Family Educational Rights and Privacy Act ("FERPA") or other state or federal laws, which they learn during the grievance process outlined in this Policy, and are expected to maintain the privacy of all parties and witnesses to the greatest extent possible. If any advisor is concerned about violating this assurance of privacy to gather evidence, they should raise such concerns with the Title IX Coordinator immediately.

Complainant: A person who, at the time they file a formal Complaint, is currently participating in, or attempting to participate in, Babson College's domestic educational programs or activities and who alleges they experienced Title IX Prohibited Conduct. If an individual is a student or employee at another institution and makes an allegation against a respondent who is a student or employee at Babson College, the Title IX Coordinator may exercise discretion in signing a complaint for the party alleged to have experienced Title IX Prohibited Conduct. In such situations, the parties will be duly noticed in accordance with this Policy.

Title IX Policy

Confidential Resources: Individuals with a statutory privilege (licensed psychologists, mental health counselors, social workers, clergy and designated medical personnel) and who are acting within that privileged role, as well as Babson employees who have been identified by the College as confidential resources for students and are not required to report information to Babson's Title IX Coordinator. All Babson designated confidential resources who are not required to report information to Babson's Title IX Coordinator are identified on the College's [Title IX webpage](#).

Pursuant to a Massachusetts Campus Sexual Violence Act (effective 08/01/21), Babson has designated Babson Wellness & Prevention Services (wellness@babson.edu) as the Confidential Resource Provider who can provide students with information about: reporting options for those impacted by gender-based misconduct, available counseling and medical and health services on and off campus, available supportive measures at Babson, Babson's grievance processes to address complaints alleging both Title IX Prohibited Conduct or gender-based misconduct outside the scope and jurisdiction of Title IX, and the legal process for requesting court ordered legal protection, or reporting potential crimes to law enforcement. Babson has designated the College's Senior Director of Belonging and Inclusion and College Chaplain, Denicia Ratley (dratley@babson.edu) as the Confidential Resource Provider who can provide Babson employees with such confidential support and assistance.

Consent: Effective Consent is consent that is informed, knowing and voluntary. Consent to engage in any mutually agreed-upon sexual activity can be communicated through mutually understandable words and/or through actions. Consent obtained as a result of physical force, threats, intimidating behavior, duress, fraud or coercion is not Effective Consent.

Effective Consent cannot be obtained from: 1) minors (in Massachusetts, persons not yet sixteen (16) years of age); 2) individuals with mental or intellectual disabilities which render them unable to understand the behavior or its consequences; 3) persons who are unconscious, asleep, or unaware; or 4) persons who are in a state of incapacitation as a result of alcohol or other drug consumption (whether voluntary or involuntary). A person who engages in sexual activity with any other person whom they know, or should reasonably have known, is unable to provide consent lacks consent as defined under this Policy. Incapacitation is a state where one cannot make a rational, reasonable decision because they lack the ability to understand the nature (i.e., who, what, when, where, why or how) of their sexual interaction.

In addition, it is important to understand that:

- Effective Consent is mutually understandable when a reasonable person would consider the words and/or actions of the parties to have expressed a mutually understandable agreement to do the same thing, in the same way, at the same time, with one another.
- In the absence of mutually understandable words or actions, it is the responsibility of the initiator, or the person who seeks to engage in the specific sexual activity, to make sure that they have Effective Consent from their partner(s) prior to initiating sexual activity.
- Effective Consent is active, not passive.
- Effective Consent to one form of sexual activity does not constitute Effective Consent to other forms of sexual activity. Effective Consent must be obtained with respect to each form of sexual activity in which parties intend to engage.

Title IX Policy

- The person who is the object of sexual advances is not required to resist physically or otherwise. The absence of resistance will not, in itself, suffice to demonstrate Effective Consent.
- Silence, previous sexual relationships or experiences, and/or a current relationship may not, in themselves, be taken to demonstrate Effective Consent.
- Intentional use of alcohol or other drugs does not excuse a violation of this Policy.
- Consent to sexual activity may be withdrawn at any time, as long as the withdrawal is communicated clearly. Once consent is withdrawn for some or all sexual activity, such activity must cease without delay.
- Coercion is unreasonable pressure for sexual activity. Seeking to persuade someone to engage in either sexual activity in general, or any particular sexual acts, after they have made clear they do not wish to do so may be considered coercive. In assessing whether coercion was used, the frequency, duration, and intensity of the pressure applied will be taken into consideration.

Educational program or activity: Locations, events, or circumstances in which the College exercises substantial control over both the respondent and the context in which the conduct occurs, as well as in any building owned or controlled by a student organization that is officially recognized by the College.

Formal complaint: A document filed by a complainant alleging that a respondent engaged in Title IX Prohibited Conduct and requesting that the College investigate the allegation. In atypical situations, the Title IX Coordinator may sign a formal complaint in place of a complainant. If the Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a party to a matter and any party who has standing to be a complainant under this Policy in the matter shall receive the rights afforded to complainants under this Policy. Similarly, the respondent will receive the name of the party alleged to have experienced Title IX Prohibited Conduct and other information that constitutes requisite notice.

Grievance process: The process outlined in this Policy to respond to formal complaints.

Parties: Both the complainant(s) and the respondent(s).

Prohibited Conduct: See section IV below.

Relevant: As used in these procedures, “relevant” is any evidence that a reasonable person could conclude makes a material disputed fact or event more or less likely to be true. Information about a complainant’s sexual predisposition or prior sexual behavior is generally not considered relevant and will not be considered in Babson’s grievance process. An example where information about past sexual behavior may be considered relevant is if offered to prove that someone other than respondent committed the conduct.

Respondent: A Babson community member who is reported to be the perpetrator of conduct that could constitute Title IX Prohibited Conduct or gender-based misconduct under Babson Policies.

Sanctions: Punitive or educational measures imposed by the College in response to a determination that a respondent has violated this or another Babson College policy. Sanctions

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may include but are not limited to: expulsion, termination, suspension, probation, reprimand, warning, restitution, education/counseling requirement; restrictions on participation in a program or activity; loss of privileges; loss of leadership opportunities or positions; housing restriction; and/or restrictions on employment by the College. If a respondent is found to have violated Babson's Title IX Policy, a determination of appropriate sanctions will include consideration of the nature and circumstances of the misconduct; the impact of the misconduct on the complainant, and/or on others in the College community; the disciplinary history of the respondent; and any other mitigating or aggravating circumstances. Transcript notations for sanctions issued to students determined to have violated this TIX Policy will be consistent with Babson's policy regarding transcript notations contained in Babson's Community Code of Student Conduct.

Supportive Measures: Individualized services designed to restore or preserve equal access to Babson College's education programs or activities, which may be offered to the parties at the discretion of the College, without cost to the party receiving the support, regardless of whether a formal complaint has been filed. In any cases where a formal complaint has been filed, the College will equitably offer supportive measures to both parties, as appropriate, and balance the impact of any such measures on the parties so as not to unreasonably burden either party. In cases where no formal complaint has been filed, and the reportedly harmed party does not wish for the accused to be made aware of any concerns, the College may be limited in its ability to offer supportive measures to the subject of the allegations. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services or transportation assistance, No Contact Orders, No Trespass Orders, changes in work or housing locations, removal of contact information listed in the College Directory, leaves of absence, increased security and monitoring of certain areas of the campus, referral for an evidence collection exam at an appropriate hospital in cases of recent sexual violence, and other similar measures. To the extent possible, Babson College will generally maintain privacy regarding supportive measures provided to either party. Privacy may not be possible regarding supportive measures when it is necessary to share limited information in order to provide supportive measures. For example, the issuance of No Contact Orders necessarily requires that all parties to the Orders be notified of the directive.

IV. Prohibited Conduct

In accordance with Federal regulations, the following conduct is prohibited under this Title IX Policy:

A. Title IX Sexual Harassment

Title IX Sexual Harassment includes conduct on the basis of sex that meets one or more of the following definitions:

- 1) An employee of Babson College conditioning the provision of any educational benefit or service on a person's participation in unwelcome sexual conduct ("quid pro quo" sexual harassment); or

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- 2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Babson College's educational programs or activities. Note that determinations that an individual committed sexual assault, dating violence, domestic violence, or stalking, as defined in this section, may constitute one form of unwelcome conduct and/or may be considered with other forms of unwelcome conduct.

B. Sexual Assault

Any sexual act directed against another person, without that person's consent, including when the person is incapable of giving consent. This includes: a) the penetration, no matter how slight, of the vagina or anus, with any body part or object, without consent; b) oral penetration by a sex organ of another person, without consent; c) intentional touching of clothed or unclothed body parts for the purpose of sexual degradation, sexual gratification, or sexual humiliation, without consent; and d) compelling an individual to touch another individual's clothed or unclothed body parts without consent, for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

C. Dating Violence

Violence committed by a person who is or has been in a romantic or intimate relationship with the victim. 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.

D. Domestic Violence

Violence committed by: a current or former spouse or intimate partner of the victim, or someone similarly situated; a person with whom the victim shares a child in common; or 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 location in which the crime of violence occurred.

E. Stalking

Engaging in two or more direct or indirect acts, such as following, monitoring, observing, surveilling, threatening, or communicating to or about a person, directed at that specific person, that would cause a reasonable person to fear for their safety or the safety of others; or suffer substantial emotional distress.

F. Retaliation

An intentional adverse action taken against another person based on their participation in a protected activity under this Policy. Retaliation can include intentional action taken by a party

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or allied third party as reprisal for participating in a protected activity or for supporting someone who engages in protected activity under this Policy. Retaliation may take the form of words or actions that constitute intimidation, threats, coercion, or other adverse action. However, to constitute retaliation, the words or actions must be sufficiently adverse to deter a reasonable person from reporting or assisting in reporting Prohibited Conduct, seeking protections under this Policy, or participating in a proceeding under this Policy. For example, words or actions that are only a minor annoyance or lack of good manners do not constitute retaliation. Retaliation allegations may be consolidated with other forms of Title IX Prohibited Conduct if the facts and circumstances significantly overlap. If the facts and circumstances do not significantly overlap, then the College retains discretion to adjudicate the allegations under a different but appropriate policy. For example, if a respondent retaliates against a complainant with regard to the filing of a complaint, that behavior could be consolidated with the other prohibited conduct alleged, provided appropriate notice is afforded. On the other hand, if the retaliatory conduct is committed by a party's friend who is not otherwise subject to a grievance under this Policy, that behavior could be adjudicated under another student or employee conduct policy which prohibits such behavior.

The College prohibits retaliation, as defined above, in any form against any person who seeks to report potential violations of this Title IX Policy, assist another person in reporting such potential violations, or participate in a grievance process under Babson's Title IX Policy. Retaliation is a violation of this Policy, even if the facts in a formal complaint alleging Title IX Prohibited Conduct are ultimately not proven by a preponderance of the evidence.

V. Resources, Emergency Assistance and Supportive Measures

Babson offers resources and supportive measures, to assist Babson students and employees who disclose they have experienced Title IX Prohibited Conduct, regardless of whether they choose to file a formal complaint under this Policy or participate in either a College investigation or hearing, or a criminal process.

The College encourages all individuals who have experienced sexual assault to promptly seek appropriate medical attention and to preserve any evidence. Confidential medical care is available whether or not an individual chooses to report the incident to the College or to an external law enforcement agency (e.g., the Wellesley Police Department). Information about College confidential resources available to support students and employees, as well as free and confidential community resources available to assist anyone in obtaining medical care and preserving evidence, can be found [here](#).

Babson also operates a rape crisis hotline—the SAFE Hotline--that can be accessed by Babson students 24/7/365. The hotline is staffed by trained advocates who are ready to help survivors, friends, or campus partners. The SAFE Hotline is available to help students access services without barrier. If you, or a friend or loved one, needs confidential on-call assistance, please do not hesitate to call 781-239-7233 (SAFE) or 7233 from an on-campus landline.

Either Babson's Title IX Coordinator, or Babson's designated Confidential Resource Provider for students (wellness@babson.edu) or for employees (dratley@babson.edu), can provide the

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following support to Babson students or employees who reportedly have experienced Title IX prohibited conduct:

- Inform them of, and connect them to, available victim advocacy, legal assistance, academic support, counseling, accessibility, and health or mental health services, both on and off campus;
- Assist them in obtaining a Babson non-disciplinary No Contact Order (NCO) and/or stay-away provisions (if the person with whom they wish to avoid contact is affiliated with the College and Babson's Title IX Coordinator or designee in their discretion determines issuance of a NCO is appropriate (e.g., if the person requesting a NCO reports experiencing continued contact from a Babson community member after requesting such contact cease) and that issuance of a NCO and/or stay-away provisions would not unreasonably impair College operations or the rights of other community members;
- Assist them in requesting that Babson Public Safety issue a No Trespass Order to someone with whom they want to avoid contact (if the person with whom they want to avoid contact is not affiliated with the College and has no right to be on campus);
- Help arrange a change to a student's on-campus housing, an employee's working arrangements or a student's course schedules or adjustments for assignments or tests;
- Inform the student or employee of their right to report a crime to campus or local law enforcement and to seek protective orders through the courts – and provide them with assistance if they wish to do so.

***Note:** Babson community members who have obtained a court issued protective order should promptly provide Babson Public Safety with a copy of any effective court issued protective orders, and inform Babson Public Safety if and when such orders are modified, extended or rescinded, so that Babson can enforce the orders. Babson's Title IX Coordinator or the Office of Community Standards provides Babson Public Safety with copies of No Contact Orders (NCOs) issued by their offices.*

Supportive measures may be provided by Babson if requested by a Babson community member who reportedly experienced Title IX Prohibited Conduct, irrespective of whether the impacted individual requesting supportive measures reports a crime to law enforcement or files a formal complaint with the College under applicable College policies. If confidentiality is requested, supportive measures will be implemented as feasible while preserving the privacy of the impacted party to the extent possible.

Complainants who experienced Title IX Prohibited Conduct may also choose to take advantage of off-campus resources. Examples and contact information for both Babson and off-campus confidential resources in the Boston area are listed on [Babson's Title IX webpage](#). Off-campus counselors, advocates, and health care providers will generally maintain confidentiality and not share information with the College unless the individual requests the disclosure and signs a consent or waiver form.

While off-campus counselors and advocates may maintain an individual's confidentiality by not informing the College, they may have reporting or other obligations under applicable law. These may include making reports to governmental agencies in cases involving minors, persons with disabilities and the elderly; a requirement to provide testimony in response to a subpoena or court order; or where the individual is at risk of imminent harm to self or others.

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VI. Reporting Options and Confidential Resources

Babson encourages community members who have experienced any potential gender- based misconduct, whether or not the conduct is Prohibited Conduct under this Title IX Policy, to inform Babson's Title IX Coordinator, so that the Title IX Coordinator can offer appropriate supportive measures and information regarding available reporting options under applicable policies. However, the College also wants community members to be able to seek support from other persons who are trusted to them and in an environment that feels safe to them.

Recognizing that some individuals may wish to share their experiences with another person at the College without having those experiences reported to Babson's Title IX Coordinator or other administrators, the College has designated a limited number of College employees as "confidential resources" who can assist Babson students while keeping the student's experiences confidential.

Contact information for confidential resources Babson provides for its students and employees, as well as contact information for confidential community resources which are not affiliated with Babson, but are available to anyone who has been impacted by sexual assault or relationship violence, are listed on [Babson's Title IX website](#).

When a Babson designated confidential resource learns of potential Title IX Prohibited Conduct or other misconduct while performing their duties as a confidential resource, they will not share any identifiable information that was disclosed to them with the College or any other person, without that person's permission, unless:

- sharing information is necessary to address imminent risk of harm the person they are supporting, or to protect the safety of others who are at risk of imminent harm;
- they learn information involving abuse of minors, persons with disabilities and the elderly which they are legally required to report to government authorities; or
- if required by a valid subpoena or court order to provide testimony.

VII. Reporting Title IX Prohibited Conduct

A. Initial Report

Any member of the Babson College community may report suspected Title IX Prohibited Conduct in person, by phone, by mail, or electronically, to Babson's Title IX Coordinator:

Betsy Rauch, Title IX Coordinator
Horn Library office #329 231 Forest Street Babson Park, MA 02457-0310
Brauch1@babson.edu 781.239.5501

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Reports may also be submitted to either of the College's two Deputy Title IX Coordinators, or the Title IX Administrator, who will inform the Title IX Coordinator of any such reports they receive:

Josh Peipock, Deputy Title IX Coordinator for Campus Life
Reynolds Campus Center, Suite 211
jpeipock@babson.edu
781.239.3891

Kate O'Leary, Deputy Title IX Coordinator for Human Resources
Nichols Hall
koleary@babson.edu
781.239.4209

Meghan Walsh, Title IX Administrator
Horn Library office #328
mwalsh@babson.edu
781.239.4462

Reporting concerns to Babson's Title IX Coordinator or a Deputy Title IX Coordinator does not obligate any person to engage in any type of process outlined in this Policy. Instead, a report gives an individual an opportunity to access supportive measures designed to provide assistance, and to learn about options for response such as filing a formal complaint under this Policy or other applicable College policies.

The Title IX Coordinator may share specific information related to such reports on a limited, need-to-know basis, such as in order to ensure that supportive measures or sanctions are put in place. The Title IX Coordinator will also annually review such information in any efforts to maintain a safe and secure campus environment or otherwise satisfy their general obligations under Title IX and the Clery Act.

Individuals may also [submit an anonymous report](#) to Babson's Title IX Coordinator concerning Title IX Prohibited Conduct or other gender-based misconduct involving or impacting Babson community member(s) without disclosing their identity, identifying the respondent, or requesting any action. Anonymous reports can be filed by completing [this form](#), which also can be accessed on Babson's Title IX webpage. However, if the College receives an anonymous report, depending on the level of information provided to the Title IX Coordinator about the alleged incident or the individual(s) involved, the College's ability to respond to the report may be limited.

B. Initial Response

Upon receiving a report of alleged Prohibited Conduct under this Policy, the Title IX Coordinator will notify the reportedly impacted person(s) about the process for filing a formal complaint and about the availability of supportive measures, with or without filing a formal complaint. If appropriate, the Title IX Coordinator will also notify the reportedly impacted person(s) about their right to report, or decline to report, the matter to Babson College Public Safety and/or the appropriate law enforcement agency. Information on available resources, including but not limited to Babson Public Safety and other law enforcement, where Babson community members can seek support can be found on [Babson's Title IX website](#).

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C. Emergency Removal and Interim Restrictions

Individuals who are reported to have engaged in Title IX Prohibited Conduct are presumed by Babson to be not responsible for violating College policy and will not be issued any disciplinary sanction unless they are found, through the processes set forth in this Policy, by a preponderance of the evidence to have violated such Policy. In rare instances, however, if the Title IX Coordinator conducts an individualized safety and risk analysis and, in consultation as appropriate with relevant College employees, deems a member of the Babson College community to pose an immediate threat to the physical health or safety of any other member of the Babson College community arising from or closely related to the reported conduct at issue, that community member's access to College property, programs or activities may be restricted on an interim basis, pending final resolution of the grievance process under this Policy. Any such interim restriction taken by the College will not be considered or documented by the College as a disciplinary sanction, and any community member whose rights to access College property, programs or activities are restricted as an emergency safety measure shall be promptly advised in writing of their right to appeal the interim restriction decision and the procedures for doing so.

VIII. Procedures for Response to Formal Complaint of Title IX Prohibited Conduct

A. Formal Complaint

1. Notification

The Title IX Coordinator will provide written notice to the known parties upon receiving a formal complaint. This notification will include:

- A copy or link to this Policy and procedures;
- A description of the alleged Title IX Prohibited Conduct and, if known, the identities of the parties involved, and the date, time and location of the alleged incident(s);
- A statement that the respondent is presumed not responsible for the alleged conduct, and that a determination regarding responsibility will be made at the conclusion of the grievance process, applying the preponderance of evidence standard of proof;
- Notification to the parties that they may have one advisor of their choice who may be, but who is not required to be, an attorney to provide emotional support and advice to them at any stage of the grievance process;
- Notification to the parties of the prohibition on retaliation; and
- Notification to the parties of the duty of honesty (See Section IX).

The College reserves the right to consolidate cases in which there are one or more complainants and/or one or more respondents, as defined under this Policy. The College will consolidate cases where the allegations of Prohibited Conduct (as defined in Section IV) arise out of the same facts or circumstances. For example, if in the course of a single College-sponsored event a respondent is alleged to have committed any form of Prohibited Conduct against more than one complainant, the College may consolidate those complaints for investigation and adjudication under this Policy. If a case is consolidated, the College will consider

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individualized supportive measures, as appropriate, and will provide individual notice to each party. All parties are entitled to all forms of process set forth in this Policy and the College reserves the right to issue a single Investigative Report, hold a single hearing, and otherwise modify the Policy to ensure all parties are afforded equal protections.

2. Assignment of Investigators

The Title IX Coordinator will provide written notice to the parties identifying the person(s) appointed to investigate the matter. If either party believes an appointed investigator is biased or conflicted from fairly investigating this matter, they must timely notify the Title IX Coordinator of such concerns with specificity and in writing within three (3) calendar days after being informed by the College of the investigator(s)' identity. Babson's Title IX Coordinator will consider the concerns and appoint different investigator(s) if the Title IX Coordinator deems necessary. The Title IX Coordinator may, in their discretion consult with other College staff, but the Title IX Coordinator's ultimate decision regarding the assignment of investigator(s) is final.

3. Dismissal

If a formal complaint is filed that does not allege Title IX Prohibited Conduct, as defined above, it must be dismissed under this Policy. Any allegation in a formal complaint that is dismissed because it does not constitute Title IX Prohibited Conduct or does not fall within the scope and jurisdiction of this Policy, may be addressed through another applicable College policy, such as Babson's Gender-Based Misconduct Policies, [Community Code of Student Conduct](#), or Employment Guidelines. If a formal complaint alleges that a respondent engaged in conduct that potentially violates both Babson's Title IX Policy and other College policies, Babson's Title IX Coordinator may within their discretion choose to resolve some or all charges that do not constitute Prohibited Conduct under Babson's Title IX Policy pursuant to the processes in Babson's Title IX Policy and will contemporaneously inform all parties of such determinations. This decision will be made at the outset of the notice of the complaint or as soon as reasonably practicable after the allegations become clear.

A formal complaint alleging Prohibited Conduct under this Policy may also be dismissed by the College's Title IX Coordinator, in whole or in part, at any time if:

- a complainant notifies the Title IX Coordinator in writing that they wish to withdraw the formal complaint or any allegation(s) contained in that formal complaint; or
- the Title IX Coordinator determines that specific circumstances will prevent the College from gathering sufficient information to reach a determination on the formal complaint, or any allegations contained in the formal complaint.

Written notice will be provided to the parties, informing them of the reasons for the dismissal, if a formal complaint or individual allegation(s) is dismissed.

If charges are not issued, or are dismissed under Babson's Title IX Policy because the allegations, even if proven, would not constitute Title IX Prohibited Conduct, the College may address any allegations that may violate other College policies pursuant to any applicable College policies.

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4. Investigation

The Title IX Coordinator will appoint one or more persons, who may be either internal College employees trained in investigations or external individuals retained for the sole purpose of conducting an investigation, to investigate the formal complaint. The person or persons conducting the investigation are referred to in this document as the “investigators.” The College’s investigation process and any disciplinary proceedings will be impartial and conducted by individuals trained on issues relating to sexual misconduct and the College’s investigatory and hearing procedures. The investigation will include the investigators interviewing parties and witnesses, and collecting documentation and other evidence, as appropriate. Parties who are participating in interviews with the investigators shall provide the names of witnesses and identify potential evidence to the investigators in writing prior to their interview(s) or as soon as possible thereafter. Parties who decline to participate in the College’s investigation also are asked to notify the investigators, in writing, as soon as possible, of any evidence or witnesses known to the party which they wish for the College to consider as part of the grievance process.

The parties may be accompanied by an advisor of their choice during any meeting or interview they choose to participate in during the investigation but are not required to have an advisor attend any investigative meetings or interviews. The investigators will not request from any party or witness any information that is protected by a legal, medical, or other recognized privilege, unless the party who has the rights to that privilege provides written consent to provide such information to the investigator.

During interviews and any other meetings as part of the investigative process (and prior to any hearing, described in Section VIII(A)(7), below), an advisor may ask clarifying questions about process, but may not otherwise speak on behalf of the party. An advisor may ask to suspend any meeting or interview to briefly consult privately with the party they are supporting.

5. Review of Evidence by the Parties

Before the investigators create an investigative report, the parties and no more than one advisor for each party (whom the parties must identify to the Title IX Coordinator) will be provided electronic or hard copy access to review a case file that contains all evidence obtained by the investigators that is directly related to allegations raised, including inculpatory or exculpatory evidence, regardless of whether the College will consider such information in reaching a determination of responsibility. All parties will be afforded ten (10) calendar days after being provided access to review the case file, to submit to the investigators a written response to the evidence gathered. Parties may but are not required to submit a written response to the case file, but any responses timely filed by either party will be considered by the investigators before they complete their investigation report. The investigators may determine additional investigation is necessary based on the written submissions or that no additional investigation is needed.

6. Investigative Report

After the deadline has passed for parties to submit written responses to the case file and investigators determine that no additional investigation is needed, the investigators will create an investigative report that includes: a general description of the procedures followed in the investigation, the dates and locations (in

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person or remote) of all interviews, identification of the source of all evidence record of statements and interviews made by parties and witnesses during the investigation, all relevant information and documentary evidence gathered during the investigation, and any written responses the parties submitted after being afforded the opportunity to review the case file.

Where the accounts of parties and/or witnesses conflict in any material respect, the investigative report will identify any such inconsistencies that the investigators deem material either within an individual's statements, or between different parties' or witnesses' accounts. However, the investigative report shall not include proposed findings of responsibility with respect to any Title IX Prohibited Conduct, or any other charges that will be determined by a subsequent hearing.

Upon completion of a final investigative report, the investigators shall provide that report to Babson's Title IX Coordinator.

At least ten (10) calendar days before a hearing commences, the Title IX Coordinator will either provide each party with a copy of the investigative report (which a party may share with their advisors) or will make the investigative report available for electronic review in a secure manner to the parties. The Title IX Coordinator will also provide secure access to one person for each party who has been designated to serve as an advisor for the party at a hearing ("hearing advisor") to review the investigative report and any exhibits to that report. Parties may submit a written response to the investigative report by emailing it to the Title IX Coordinator no later than three (3) business days before the hearing commences.

7. Hearing

In compliance with Federal Title IX regulations, after the parties have been afforded an opportunity to review and respond to the evidence gathered during the investigation, the Title IX Coordinator will schedule a hearing to address the formal complaint. The hearing will be conducted by either a single Hearing Officer or a Hearing Panel comprised of two or more individuals appointed by the Title IX Coordinator (collectively referred to as "Decision- Maker(s)").

At least ten (10) calendar days before the hearing, the Title IX Coordinator will give the parties a written "notice of hearing" which includes the time and date of the scheduled hearing, and who the College has appointed to serve as the Decision-Maker(s) at the hearing.

By no later than three (3) calendar days after receiving the notice of hearing, parties must inform the Title IX Coordinator in writing: a) if they believe any appointed Decision- Maker(s) are biased or have a conflict of interest that might impair their fairly serving in this matter; b) the identity and email contact information of the person, if anyone, they have selected to serve as their hearing advisor who is available to participate throughout the entire hearing on the noticed hearing date (see role of hearing advisor below under hearing participants), and c) identify any witnesses they wish for the College to request provide testimony at the hearing.

If any party timely notifies the Title IX Coordinator that they believe an appointed Decision- Maker is biased or has a conflict of interest that might impair their fairly serving in the matter, Babson's Title IX Coordinator will consider the concerns and may appoint different Decision- Maker(s) if the Title IX

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Coordinator deems it necessary to do so. The Title IX Coordinator may, in their discretion consult with other College staff, but the Title IX Coordinator's ultimate decision regarding the assignment of Decision-Maker(s) is final.

The Title IX Coordinator will provide the appointed Decision-Maker(s) with a copy of the investigative report at least five (5) days before the hearing. The Title IX Coordinator also will share any timely submitted responses to the investigative report that were submitted by either party with the Decision-Maker(s) and with the other party before the hearing.

i. Hearing Participants

A hearing will be conducted by the Decision-Maker(s), which may be either a single Hearing Officer or a Hearing Panel comprised of two or more individuals appointed by the Title IX Coordinator. Decision-Maker(s) may include members of the Babson community, but will not include students. If a Hearing Panel is appointed, the Title IX Coordinator will appoint one Panel member to serve as Hearing Chair ("Chair"), who shall be responsible for running the hearing including ensuring decorum is maintained during the hearing, and for making rulings and determinations on evidentiary issues. Prior to the date the hearing commences, all Decision-Makers will have received training on the hearing procedures, the definitions relevant to Title IX Prohibited Conduct, avoiding bias, and determining relevance of evidence.

Each party is required to have one advisor attend and participate in the hearing, who is able and willing to pose questions to other parties and witnesses on the party's behalf ("hearing advisor"). The hearing advisor may but need not be an attorney and may be the same or different individual who served as the party's advisor during any earlier stages of the grievance process. If either party fails to timely notify the Title IX Coordinator that they have identified or secured someone to serve as their hearing advisor, the College will, at no cost to the party, designate a trained individual selected in the College's discretion to serve as the party's hearing advisor. The individual selected by the College to serve as hearing advisor may but need not be an attorney.

Parties who participate in the hearing also may, but are not required, to have one emotional support resource accompany them at the hearing. A party's emotional support resource may not ask questions of witnesses or otherwise speak at the hearing. Parties may select anyone to serve as their emotional support resource at a hearing, except for individuals who are potential witnesses at the hearing.

If a party declines to attend a hearing, the hearing may be conducted in the absence of the complainant or respondent at the discretion of the Title IX Coordinator and/or the Hearing Officer or Chair.

Parties who participate in the hearing will be located in separate rooms from the other party and the Decision-Maker(s). Parties will be connected to one another and the Decision-Maker(s) in real time via video conference technology. When possible, each party should be in the same physical room as their hearing advisor and their emotional support resource; if any party is unable to be in the same physical location as their advisor and/or

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emotional support resource, they may be connected with one another virtually in a manner that allows them to privately communicate with one another.

Witnesses will be called upon by the Decision-Maker(s) to join the hearing via video conference only while their presence is required to answer questions.

ii. Hearing Process

The parties will have equal opportunity to present evidence and witnesses on their behalf during a hearing or proceeding, and each party will be provided with timely and equal access to relevant evidence that will be used in making a disciplinary determination. The hearing will begin with a statement by the Hearing Officer or Chair reviewing: the allegations of Title IX Prohibited Conduct and any other alleged College policy violations to be addressed in the hearing; procedures that will be followed in the hearing; privacy requirements related to the hearing; and expectations for decorum by parties, advisors and witnesses. There may be restrictions on evidence considered by the fact finder, including evidence regarding prior sexual history or character evidence.

After the Chair has made this introductory statement, each party and witnesses who are participating in the hearing will be called by the Hearing Officer or Chair to be questioned. For each person questioned, the Decision-Maker(s) will first ask questions they have for the individual who is testifying. After the Decision-Maker(s) asks their questions, each of the parties' advisors will be given a turn to pose any additional relevant questions they would like to ask the other party or any witness(es) who testified but may not ask direct examination questions of the party they are representing. Parties may not directly question each other or pose questions to any testifying witnesses. No questions may be asked in a hearing that are deemed irrelevant by the Hearing Officer or Chair.

When the questioning of parties and witnesses is complete, each of the parties will be permitted (but not required) to make a brief closing comment (five (5) minutes or less unless extended at the discretion of the Chair). Advisors may not make closing comments on behalf of the parties.

At any point during these proceedings, the Decision-Makers may go into a closed session, temporarily excusing all participants.

The College will record all parts of the live hearing proceedings but shall stop recording when the Panel is in closed sessions. Following the conclusion of the hearing, and after the parties receive notice of the hearing outcome, the recording will be made available to the parties for their review prior to the deadline to submit any appeals, if they make a request to the Title IX Coordinator to review it.

iii. Hearing Determination

After a hearing, the Decision-Maker(s) will deliberate and confer in private and reach a determination regarding responsibility for all charges being decided.

In assessing responsibility for the charges, the Decision-Maker(s) may only consider documentary evidence that was submitted to the Decision-Maker(s) by the Title IX Coordinator

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before the hearing (e.g., the Investigative report, Appendix, and parties' written responses to the report) and live witness testimony presented during the hearing. Such evidence will generally be subject to cross examination; however, subject to applicable state or federal guidance and/or case law, the Decision-Maker(s) may, in their discretion, consider statements made outside the hearing even if the person making such statements does not appear at the hearing for questioning.

If a party or witness does not participate in the hearing, the Decision-Maker(s) may not make any inference regarding the respondent's responsibility for any charges based on a party's or witness's non- participation.

Following the conclusion of the hearing, the Hearing Officer or Chair will, within a reasonable period of time, issue to the Title IX Coordinator a written determination of findings, which includes:

- a description of the allegations;
- a general description of the procedural steps taken from receipt of the formal complaint to the determination;
- findings of fact that support the Decision-Maker(s)' determination;
- conclusions regarding whether Babson's Title IX Policy and/or any other College policies were violated;
- a brief statement of the rationale for any determination of responsibility; and
- If the Decision-Maker(s) determine that the respondent is responsible for any policy violation(s), the written determination shall also include what sanctions are to be imposed on the respondent for such violation(s).

All determinations concerning responsibility and sanctions, if applicable, must be unanimously agreed upon by all Panelists. If, after engaging in a good faith effort to reach agreement concerning the determination of responsibility for any particular charge, the Hearing Panel is unable to reach unanimous agreement, the Panel will issue a "not responsible" finding for that charge.

No later than seven (7) calendar days after the Decision-Maker(s)' final written determination is issued, the Title IX Coordinator shall simultaneously provide both parties with written notice of the determination, as well as the identity of a designated appellate officer for the matter and the appeal procedures available to both parties. The designated appellate officer may be either a trained external individual not employed by the College, or a trained College administrator. If any party believes the designated appellate officer is biased or has a conflict of interest that might impair their fairly serving in the matter, the party must notify the Title IX Coordinator of such concerns with specificity in writing within three (3) calendar days after being informed of the identity of the designated appellate officer. Babson's Title IX Coordinator will consider any concerns that are timely raised and may appoint a different appellate officer if the Title IX Coordinator deems it necessary to do so. The Title IX Coordinator may, in their discretion consult with other College staff, but the Title IX Coordinator's ultimate decision regarding the appointment of an appellate officer is final.

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iv. Sanctions

If the Decision-Maker(s) determine that a respondent is responsible for violating Babson's Title IX Policy, and/or any other charge(s) adjudicated under the Title IX grievance process, the Hearing Officer or Chair will so inform the Title IX Coordinator who will then provide the Decision-Maker(s) with any relevant information including the Respondent's conduct history which the Decision-Maker(s) may consider among factors relevant to determine what sanction(s) will be imposed.

Any Babson community member who is found responsible for engaging in Title IX Prohibited Conduct will receive a sanction that may be up to and including expulsion for a student, termination of employment for an employee, and exclusion/removal from the community, depending on the severity of the incident and taking into account any previous disciplinary history. The standard sanction for students found to have engaged in non-consensual sexual penetration is suspension or expulsion.² Common sanctions also include loss of benefits and opportunities, loss of leadership opportunities, suspension, issuance of permanent no contact orders, and/or educational requirements.

The Decision-Maker(s) should also consider whether any remedies should be offered to restore or preserve the complainant's access to the College's educational programs or activities. Remedies may include extending or making permanent any supportive measures.

8. Appeals

Any party in a grievance process held pursuant to this Policy may appeal a determination of responsibility or the dismissal of a formal complaint or any allegations therein, within seven (7) business days after the notification of hearing determination was delivered to the party's Babson email address (or non-Babson email account for parties who do not have an active Babson email address). Appeals must be emailed to Babson's Title IX Coordinator, who will then provide them to the appointed appellate officer.

Appeals are permitted only on the following four grounds:

- Babson's failure to follow the procedures in this Policy, which materially affected the outcome of the matter;
- New information or evidence that has become available, and that was not reasonably available before the outcome through the exercise of reasonable diligence and that could materially change the outcome of the matter;
- The Title IX Coordinator, investigator, or a Decision-Maker had a conflict of interest or bias for or against complainants or respondents generally, or the individual complainant or respondent, that materially affected the outcome of the matter; or

² The Decision-Maker reserves the right to broaden or lessen any range of recommended sanctions in the case of serious mitigating or aggravating circumstances. Neither the initial decision-maker nor any appeals officer will deviate from the range of recommended sanctions unless compelling justification exists to do so.

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- Sanctions imposed fall outside the College's range of sanction guidelines and/or are grossly disproportionate to the violation(s) determined to have been committed.

Guiding principles of the appeal process are:

- Appeals are not intended to re-hear the allegations or to constitute a *de novo* review of the investigation.
- Absent clear and material error, appeal determinations are intended to be deferential to the original decision-maker. Findings should be revised by the appellate officer only when remanding for further consideration or clarification by the Decision-Maker(s) would be insufficient, impractical or unnecessary. Sanctions should be revised by the appellate officer only if there is a compelling justification to do so.

If any party submits a timely appeal that on its face articulates a potentially valid basis for appeal, the appellate officer will notify each other party that the appeal was filed and will provide the other part(ies) with a copy of such appeal(s). Each party will be given the opportunity to submit a written statement responding to any appeal filed by another party within three (3) business days of when they were notified of the appeal. Appeals are intended to determine whether sufficient information is presented to warrant a reconsideration of the decision being appealed.

The appellate officer considering any appeal that has been timely filed will consider only the Decision-Maker(s)' written determination and evidence that was available for their consideration, in addition to the information presented by the parties in their appeal(s). In limited circumstances, if a question raised in an appeal is unclear based on the written record, the appellate officer has the discretion to ask specific, relevant questions in writing of any persons playing a role in this process, e.g., the Title IX Coordinator, Decision-Maker(s) or the investigators. The appellate officer should avoid posing questions to any witness or party absent extenuating circumstances. However, if such a situation is deemed appropriate, the appellate officer should make this request – and any other request for further questions – to the Title IX Coordinator to ensure that a fair process is conducted for all parties.

The appellate officer will issue simultaneous notification to the parties of the outcome of any timely filed appeals. The appellate officer may affirm all or part of the decision or refer the matter to the Decision-Maker(s) for reconsideration, as specified by the appellate officer. In rare instances, the appellate officer has authority to require a new investigation and hearing of the matter.

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B. Informal Resolution: Alternative Resolution Options for Complaints Involving Student Respondents

At any point after a formal complaint is filed involving a student respondent, and before charges are resolved by the College following the conclusion of the formal grievance process, either party may ask the Title IX Coordinator to suspend the formal grievance process and attempt to utilize Babson's informal resolution (IR) processes to reach a non-disciplinary resolution agreement between or among the parties. The Title IX Coordinator has discretion to determine if initiating an Informal Resolution process is appropriate, even if requested by one or both parties. The Title IX Coordinator will assess requests to initiate an informal resolution process with consideration of factors including the severity of alleged violations of Policy, the potential risks to College community members, and the interests of the parties.

After receiving any party's request to attempt IR, if the Title IX Coordinator determines a matter may be potentially resolved through informal resolution, the Title IX Coordinator will notify the other party of the request and ask whether they also wish to attempt an informal resolution. If both parties in any grievance process involving a student respondent inform the Title IX Coordinator in writing that they wish to suspend the formal grievance process to attempt IR, the Title IX Coordinator will issue written notification to each of the parties regarding:

- The allegations;
- The initiation of an IR process;
- The right of either party to withdraw from the IR process and resume the formal complaint grievance process at any time;
- The inability to resume a formal complaint grievance process based on the exact same allegations, if a successful resolution is reached through IR;
- Information regarding the records that will be retained after an IR process concludes; and
- That the parties have five (5) calendar days after issuance of the notification to provide written consent to engage in IR if they so choose.

If each of the parties agrees voluntarily in writing to initiate an IR process, the Title IX Coordinator will designate a trained, impartial individual to facilitate IR. Parties should promptly notify the Title IX Coordinator if they believe the appointed facilitator has a conflict of interest or bias that might impair their service in the matter. The parties are expected to work diligently together and with the facilitator of the process to attempt to reach an agreed-upon resolution addressing the concerns raised in the formal complaint. Any resolution agreement must be made in writing and signed by the parties. The parties may consult with their advisors during the IR process.

Unless the person the College appointed to facilitate an IR process determines that an extension is warranted, the IR process will end and the formal grievance process will resume if IR is not successfully completed within two weeks of the initiation of the informal process.

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Babson's Alternative Resolution pathways for cases involving student respondents are described in the [Community Code of Student Conduct](#). Informal resolution is not permitted by Babson in cases where an employee is alleged to have engaged in Title IX Prohibited Conduct.

IX. Additional Considerations

Accommodations for Individuals with Disabilities

Reasonable accommodations will be provided to individuals with disabilities who participate in any process under this Policy, in accordance with applicable law.

Any Babson student with a disability who requires an accommodation to participate in any part of the process under this Policy must request an accommodation through the Department of Accessibility Services. To register, students may submit an application via the Accessible Information Management ([AIM](#)) portal. The Department of Accessibility Services will make a determination regarding the request and notify the Title IX Coordinator, who will then notify the party seeking the accommodations and other parties as relevant and necessary to facilitate the required accommodations. For example, if a student requires additional flexibility in the process to accommodate a disability, the other party may be informed to ensure parity of process. A student will not be considered to have a disability unless the student registers with the Department of Accessibility Services. Students may contact Accessibility Services at accessibility@babson.edu or by phone at 781-239-4075. For further information about the policies and procedures, visit the [Babson Student Portal](#). Accessibility Services, located in Park Manor West, is open from 8:30 AM to 4:30 PM Monday through Friday.

Any Babson employee with a disability who needs an accommodation to participate in any part of the process under this Policy must request an accommodation by contacting Babson's Human Resources Department at accommodations@babson.edu.

Any person with a disability who is neither a Babson student nor Babson employee, and who seeks an accommodation to participate in any part of the process under this Policy, must submit a written request for any needed accommodations to the attention of Babson's Title IX Coordinator, for the College's consideration.

Please submit any accommodation requests as soon as possible and before the accommodation is needed as accommodations cannot be retroactively granted. While a disability may entitle a party to an accommodation, it is not typically an excuse or defense to an allegation of misconduct.

Amnesty for Certain Policy Violations

In order to encourage students to refer incidents involving possible discrimination or safety concerns to the College, the College generally will extend amnesty for certain policy violations to students who report alleged Title IX prohibited conduct or other gender-based misconduct, who participate in a College grievance process, and who are helping someone to obtain support related to alcohol or drug consumption or related to discrimination or harassment, including Title IX Prohibited Conduct. Amnesty may only be granted, however, if the violation is related to a report of gender-based misconduct and the conduct which violated Babson's expectations for

Title IX Policy

students did not significantly harm others or compromise community safety or College operations. A student for whom an Alcohol or Other Drug Policy violation is waived may be referred for a meeting with Babson's Office of Wellness & Prevention Services.

The use of alcohol or other drugs by a respondent shall not be considered a mitigating factor in determining whether a respondent has violated this Policy or in determining appropriate sanctions.

Burden of Proof and Burden of Gathering Evidence

The College, not the parties, maintains the obligation to prove the allegations at issue and collect relevant evidence in a process under this Policy. Notwithstanding this burden, the parties are strongly encouraged to provide the investigator with the identities of potential witnesses and with documentation or other evidence they wish to be considered in the investigation or in any subsequent hearing.

Coordination of Response to Alleged Misconduct

When a formal complaint of Title IX Prohibited Conduct includes allegations that a respondent has engaged in misconduct prohibited by both Babson's Title IX Policy and another College Policy, the Title IX Coordinator will coordinate its response to these allegations with appropriate community partners, and the College may in its discretion resolve only some or all charges pursuant to the processes set forth in this Title IX Policy.

Designees

Any individual identified in this Policy as responsible for fulfilling a particular function or role may be substituted at the College's discretion by a similarly trained individual. For example, steps required to be taken by the Title IX Coordinator in this Policy may instead be taken by a Deputy Title IX Coordinator or other designee, given their training and familiarity with the process. If such designations are made, the parties will be notified of the designation.

Educational Setting

In educational settings within the College, latitude and deference shall generally be given by the College to a faculty member's professional judgment in determining the appropriate content and presentation of academic material. Academic curriculum and pedagogical goals that serve legitimate and reasonable educational purposes do not, in and of themselves, constitute sexual harassment or other unlawful discrimination. Those participating in an educational setting as educators, however, bear a responsibility to balance their professional responsibilities and academic freedoms with a consideration of the reasonable sensitivities of other participants in accordance with applicable College policies.

Nothing contained in this Policy shall be construed to limit the legitimate and reasonable academic responsibilities and academic freedoms of the College's professional educators, or the College's educational mission.

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Extensions or Delays

Babson College will make a good faith effort to complete its review and resolution of all formal complaints in a timely manner. Temporary delays of this process are permitted in the discretion of the Title IX Coordinator for good cause, such as: law enforcement activity; the absence or unavailability of a party, a party's advisor, or a witness; the need for language assistance or accommodation of disabilities; or the parties' request to suspend the process while they attempt to resolve issues in dispute through an alternative restorative resolution process. When delays occur, the Title IX Coordinator or a designee will provide written notice to the parties of the delay, and the reasons for the action. If a person identified by a party to serve as their hearing advisor fails to appear at a hearing at the time and date when the hearing was scheduled to occur, the College will suspend and reschedule the hearing, but may require the party to select a different hearing advisor for the rescheduled hearing, who the College has confirmed is available to attend on the rescheduled date(s).

For all timeframes listed in this Policy, unless otherwise specified, days shall refer to business days. If a deadline occurs on a date when the College's administrative offices are closed for weather or other emergency, the deadline will be considered to be the following normal business day.

Honesty/False Information and Misrepresentation

Any Babson community member who participates in a College grievance process, either as a party or a witness, is expected to be completely honest throughout the process. Any person who chooses to participate in a grievance process and knowingly makes a false statement – either explicitly or by omission – in connection with any part of the process may be subject to separate College disciplinary action. The College will not direct its Panel to draw an adverse inference with regard to a party's refusal to participate for good faith, justifiable reasons. However, the College retains the right to utilize other policies to enforce this requirement when false statement or material omissions are made in bad faith.

The initiation of a good faith complaint of harassment or retaliation will not be grounds for disciplinary action, even if the allegations are not substantiated. Any individual who makes a complaint that is demonstrated to be intentionally false may be subject to discipline.

Preponderance of the Evidence

The standard of evidence that Babson College uses to determine both students' and employees' responsibility for violating this TIX Policy and in any allegations of misconduct, including but not limited to claims of discrimination or harassment, is the preponderance of the evidence. In this context, this means that the College considers the totality of the evidence and determines whether the individual is more likely than not to have been responsible for a violation of the Policy.

Privacy

The College values the privacy of individuals involved in the reporting, investigation, and/or resolution of matters subject to this Policy, as well as the sensitive nature of matters typically falling under this Policy. The College will maintain privacy regarding proceedings under this

Title IX Policy

Policy, to the extent possible while meeting its legal and other obligations, including maintaining a safe environment for all members of the College community.

Participants in an investigation are allowed to speak to relevant parties and gather relevant information for the purposes of fulfilling their roles at a hearing, but they are expected to maintain privacy regarding any information they learned through the grievance process, including through questions asked or statements made by the investigator. Please keep in mind that information learned through this process may separately implicate privacy statutes around educational records, medical records, and other records requiring consent prior to review and distribution.

Recording

It is prohibited for participants in any interview, meeting, or hearing under this Policy to make or disseminate video, audio, or other electronic, photographic, or digital recordings of meetings, documentation, or other evidence shared with them as part of the investigative process. The College is required by Federal regulations to record and maintain a record of the hearing only, which will be made available to the parties for only their and their advisors' review upon request after the conclusion of the hearing. Parties may only use the recording for the purposes of appealing the decisions reached through this process.

Special Situations

In unusual circumstances, certain aspects of this Policy may be difficult or impossible to execute because of the facts and circumstances at issue. In such situations, the College will notify the parties of any material departure from this process and describe the process to be used in its place. It will provide this information in a timely fashion and with a careful eye towards parity of process. In certain circumstances, the College may seek specific written consent from the parties to affirm that they understand proposed process changes.

X. Reporting to Law Enforcement or other Agencies

A. Law Enforcement

Complainants may pursue criminal action for incidents of Title IX Prohibited Conduct, when those actions are also crimes under Massachusetts law. The Title IX Coordinator can assist complainants in making criminal reports, either to the Babson College Public Safety Department (which can be reached 24/7/365 at 781.239.5555) or to the police department with jurisdiction where any incident reportedly occurred.

The College will, to the extent permitted by law, cooperate with law enforcement agencies if a criminal process is initiated.

Title IX Policy

B. State and Federal Agencies

Individuals who believe that they have been subjected to Title IX sexual harassment or other unlawful discrimination, harassment or retaliation, may file formal complaints with:

- **U.S. Department of Education, Office for Civil Rights (“OCR”)**
5 Post Office Square, 8th Floor
Boston, MA 02109-3921
Telephone number (617.289.0111)
TTY (800.877.8339)

Complaints filed with OCR generally must be filed within 180 days of the incident giving rise to the claim.

- **U.S. Equal Employment Opportunity Commission (“EEOC”)**
John F. Kennedy Federal Building
15 New Sudbury Street, Room 475
Boston, MA 02203-0506
Telephone number (800.669.4000)
TTY (800.669.6820)

Complaints filed with the EEOC generally must be filed within 300 days of the incident giving rise to the claim.

- **Massachusetts Commission Against Discrimination (“MCAD”)**
One Ashburton Place, Suite 601
Boston, MA 02108
Telephone number (617.994.6000)
TTY (617.994.6196)
Language assistance (617.994.6071)

Complaints filed with the MCAD generally must be filed within 300 days of the incident giving rise to the claim.

C. Other Colleges and Universities

A Babson College community member who has experienced Title IX sexual harassment at another educational institution may choose to report or not report the misconduct to that other educational institution. Babson’s Title IX Coordinator is available to assist any member of the Babson community who wishes to explore options of reporting Title IX sexual harassment or any other gender-based misconduct to another educational institution.

Gender-Based Misconduct

Criminal Investigation & Law Enforcement

If a student wishes to report a case of domestic violence, sexual assault, or other gender based related crimes, and to have the matter prosecuted criminally or pursue a protective order, Babson College's Public Safety Department will investigate in conjunction with other law enforcement agencies. A College representative is available to accompany the student during this process. Babson College will not shield members of the Babson community from the law, nor will it intervene in external legal proceedings initiated against a member of the community. If a victim wants to report an incident to law enforcement, they may file a report with Babson Public Safety by calling 781-239-5555 and/or Wellesley Police Department by calling 781-235-1212 or Needham Police Department at 781-455-7570 (if the incident occurred on campus.) If the incident occurred off-campus, a victim has the right to file a report with the local law enforcement agency in the jurisdiction where the incident occurred. Babson Public Safety can assist students and other community members in connecting with appropriate law enforcement agencies in the jurisdiction where an incident occurred.

Babson College's Public Safety Department has specially trained Sexual Assault Investigators who would be called upon to respond and investigate a reported sexual assault on campus, immediately focusing the priority on the physical and mental well-being of the survivor. It is the policy of the Babson College Public Safety Department in responding to the report of a sexual assault to ensure consistent standardized procedures for the investigation and prosecution of all sexual assaults by providing officers and investigators with guidelines for responding, assisting survivors, collaborating with local health and law enforcement agencies, and conducting interviews with survivors, witnesses, and suspects as well as evidence collection. When a report has been disclosed to a member of the Public Safety Department or other law enforcement agency, a criminal investigation will be launched with the information provided in coordination with local law enforcement and the District Attorney's Office. This does not require the survivor to participate in prosecution, but the priority is to provide all the resources, support and options a survivor may require in moving forward. Babson College Public Safety can assist a victim with this process if the victim so chooses.

Gender-Based Misconduct Education for the Community

Educational programming consists of primary prevention and awareness programs – including policy literacy, consent education, and bystander intervention education for all incoming students as well as ongoing prevention and awareness campaigns for all students and the campus community in its entirety aimed at preventing domestic/dating violence, sexual assault, sexual harassment, and stalking. These educational programs and awareness initiatives have clear goals and objectives, including but not limited to:

Gender-Based Misconduct

- Identify domestic violence, dating violence, sexual assault, stalking, and other forms of Gender- Based Misconduct as prohibited conduct;
- Define the behavior that constitutes domestic violence, dating violence, sexual assault, stalking, and other Gender-Based Misconduct;
- Define what behavior and actions constitute consent to sexual interactions;
- Provide safe and effective options for both active and passive bystander intervention;
- Provide information on both harm reduction and risk reduction to help the college community recognize warning signs of prohibited behavior and to minimize the risk of potential attacks or retaliation;
- Provide an overview of information contained in the Annual Security Report in compliance with Title IX, VAWA, the Campus SAVE Act, the Clery Act and other applicable laws.

The College has developed an educational curriculum that includes annual training for the following (but not limited to) populations; new students; new employees; student leaders ; on-call staff and first line responders. Specific considerations in regard to education and programming are made in an effort to be culturally competent in practice and approach. The educational curriculum consists of programs throughout the year, including sessions such as:

- **Positive Consent** (small group workshops on healthy sexual communication and consent)
- **Bystander Intervention** (a comprehensive program designed to teach positive intervention techniques through understanding cultural competency, barriers to intervention, and trauma)
- **Healthy Relationships & Boundary Setting** (Training program exploring dating violence, intimate partner violence, and domestic violence)
- **Responding to Disclosure** (Training program centered around empathy and compassionate listening)
- **Responsible Employee training** (in-person training for certain employees, including Student Resident Assistants regarding their reporting obligations with respect to potential sex discrimination or gender-based misconduct)
- **Confidential Resource Training**

The College is also committed to educating our community on the importance of being an active bystander. Bystander Intervention is defined as safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes:

Gender-Based Misconduct

- Recognizing situations of potential harm;
- Understanding institutional structures and cultural conditions that facilitate violence;
- Overcoming barriers to intervening;
- Identifying safe and effective intervention options and;
- Taking action to intervene

Bystander Intervention options for students and community members;

- Training programs that teach recognition for dangerous, unsafe, critical, or crisis situations
- Explore the violence and power wheels and the wave of violence model
- Dissect barriers to intervention by identifying diffusion of responsibility; group think; safety evaluation; ambiguity; conformity; spiral of silence; informational influence; pluralistic influence and; normative influence
- Role play/practice various intervention strategies including but not limited to distract, delegate, and direct
- Survivor Centered Organizations (Assessment based training program designed for clubs, organizations, and other groups)
- Provide pipelines for immediate action including various reporting options and supports/resources

Risk Reduction is defined as options designed to:

- Decrease perpetration and bystander inaction;
- Increase empowerment for victims in order to promote safety and;
- Help individuals and communities address conditions that facilitate violence

Risk Reduction options for students and community members;

- Engaging pro-bystander campaign/information at campus events
- Including information on perpetration in trainings and programs
- Participation in the self-defense courses offered by Babson Public Safety; and
- Utilization of escort services and other safety planning services provided by Babson Public Safety and described at in this Document.



Resources

Babson College SAFE hotline
781-239-7233 (confidential)

Babson College Public Safety Department
781-239-5555
Certified sexual assault investigators available.

Babson College Glavin Office of International Education (Visa & Immigration Assistance)
781-239-4565

Babson College Student Financial Aid
781-239-4219

Norfolk County Sexual Assault Unit
781-326-1111
Female investigators and counselors are available.

Norfolk County Victim Witness Advocate
781-830-4800

Wellesley Police Department
781-235-1212

Needham Police Department
781-444-1212

Beth Israel Deaconess Medical Center

330 Brookline Ave, Boston, MA
617-667-7000

Boston Medical Center

1 Boston Medical Center Pl, Boston, MA
617-638-6800

Brigham & Women's Hospital

75 Francis St, Boston, MA
800-294-9999

Cambridge Hospital

1493 Cambridge St, Cambridge, MA
617-665-1000

Children's Hospital

300 Longwood Ave, Boston, MA
617-355-6000

Massachusetts General Hospital

55 Fruit St, Boston, MA
617-726-2000

Confidential Off-Campus Resources

Boston Area Rape Crisis Center

BARCC offers a 24-hour hotline at 800-841-8371. BARCC also provides information and referrals for rape, sexual assault, dating and domestic violence as well as individual and group counseling, support groups, and accompaniment to local hospitals (such as to Beth Israel Deaconess in Boston, where you may meet with a SANE-certified nurse) and police stations.

Domestic and Sexual Violence Services at Newton-Wellesley Hospital

Newton-Wellesley Hospital provides free and confidential domestic and sexual violence services for both survivors of domestic and sexual violence and health care providers. The Hospital program works to provide comprehensive, culturally-competent care specific to the needs of the individual survivor. For more information about Domestic and Sexual Violence Services, Crisis intervention, Safety Planning, Individual Counseling, Advocacy, Referral to community resources, and Post-sexual assault assistance including Sexual Assault Nurse Examiner (SANE) Services at Newton-Wellesley Hospital, please call 617-243-6521

Jane Doe Inc.

Jane Doe Inc. is the Massachusetts Coalition Against Sexual Assault and Domestic Violence. It offers a 24-hour hotline (1-877-785-2020) with Advocates who are bilingual in English and Spanish as well as a website to connect victims of sexual assault to local resources and to a service that can provide translation in more than 130 languages.

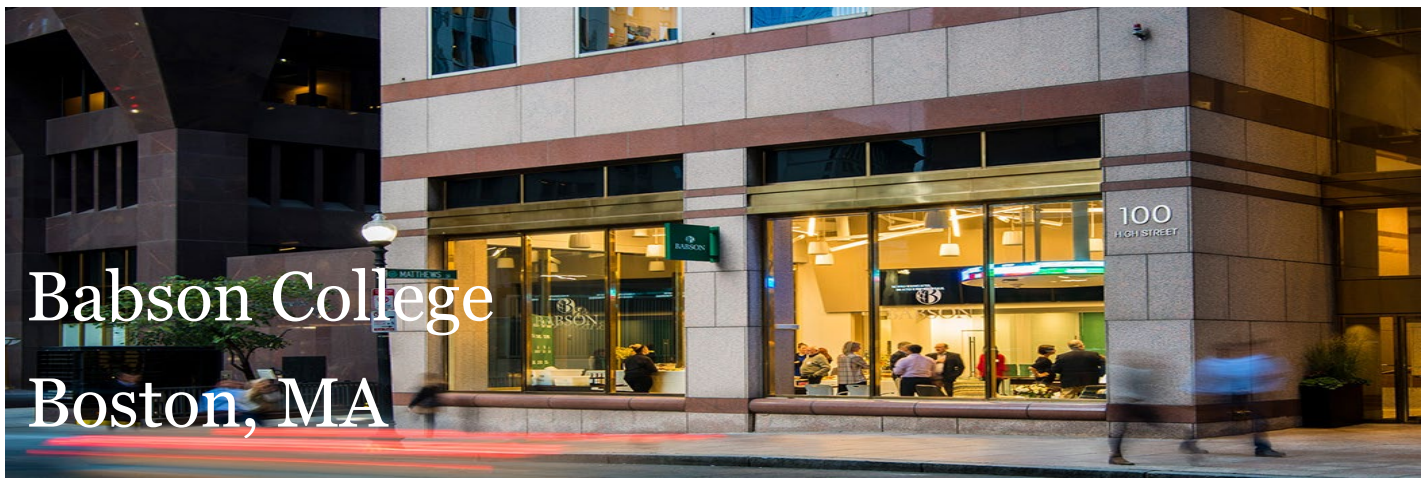
Fenway Health

Focused on the LGBTQI community, Fenway Health Violence Recovery Program offers a 24-hour hotline: 1-888-242-0900

(Extension 311). In addition, Fenway Health also has confidential individual and group counseling, advocacy, information and referrals for lesbian, gay, bisexual, and transgender men and women.

Additional Off-Campus Resources

- [Lin6](#): A resource for male-identified survivors
- Beth Israel Deaconess Medical Center for Violence Prevention & Recovery: 617-667-8141
- Casa Myrna Vazquez: 1-800-992-2600
- Child at Risk Hotline: 1-800-792-5200
- Disabled Persons Protection Commission Hotline: 1-800-426-9009
- Infolink National Victim Resource Line: 1-800-394-2255
- Journey to Safety Domestic Abuse Program (JF&CS): 781-693-5558
- Llamanos: 1-800-223-5001
- [MaleSurvivor](#): A community for male-identified survivors
- National Center for Victims of Crime: (202) 467-8700
- RAINN (Rape Abuse Incest National Network): 1-800-656-4673
- REACH Beyond Domestic Violence – 24-hour Hotline: 1-800-899-4000
- SafeLink (Statewide Domestic Violence Hotline Program of Casa Myrna Vazquez Inc.): 1-877-785-2020
- The Network/La Red-24 hour English/Spanish hotline for LGBTQ+ communities: 1-800-832-1901
- Victim Rights Law Center (VRLC): 1-617-399-6720
- Voices Against Violence: 1-800-593-1125



Babson College Boston

Babson Boston provides the opportunity for students, alumni, corporate and non-profit partners to learn, gather, collaborate and innovate through graduate level courses, special programming and networking events. Located at 100 High Street, the classroom and convening spaces are in-city complements to the main residential Babson campus in Wellesley, extending the ways in which our community can both strengthen and leverage the entrepreneurial ecosystem that is flourishing in the city of Boston.

Babson on-site staff work closely with Public Safety to communicate any safety and security protocols and concerns. The community members on site at this location are provided the similar services and resources as the main campus in Wellesley, Massachusetts and have additional established facilities and on-site building security procedures that are differentiated.

I. Purpose: To provide guidelines for use of the Babson Boston campus and facilities at 100 High St. Boston, Massachusetts. The College utilizes

space on both the 1st floor and 12th floor, which includes open concept working spaces, offices, classrooms, conference room, kitchenette and a café/common area.

II. General Guidelines:

A. Hours of Operations: Monday-Friday, 8:00 AM – 4:00 PM and by request.

B. Security and Access Control

The Babson Boston campus located at 100 High St., Boston, MA has security staff on-site 24 hours a day, 7 days a week stationed at the lobby desk. There is also a loading dock guard to facilitate access for vendors providing deliveries posted from 6 AM to 6 PM, Monday through Friday. Loading dock doors are only open when the guard is present. After-hours dock access requires an additional security detail.

Card-access turnstiles restrict access to the elevator banks. Visitors must be registered in advance and must check in at the security desk and provide photo identification to be granted access to the elevator banks. Babson's suite is further secured by a separate card access system which requires a

Babson College Boston, MA Campus

Babson issued OneCard. Babson College students taking classes in Boston and Babson Boston co-workers have key card access to the Babson Boston Campus from 7am-11:00pm/Monday - Saturday. OneCard access is reviewed at the conclusion of every semester and accordingly, card access is deactivated or activated as appropriate. Security cameras are posted in the building, and the lobby guard manages those CCTV feeds. Babson College also has cameras posted at all entry points into the Babson Boston suites on the 1st and 12th floors.

C. Crime Prevention and Resources

100 High St. Building Security:

617-918-7909

Police/Fire/Medical Emergencies:

911 or Boston Police 617-343-4240

- Be sure to have your Babson One Card appropriately programmed for access to the building as well as Babson spaces.
 - If you have a problem with access to the Babson spaces (1st and 12th floor) please contact Babson Public Safety at 781-239-5555 to assist.
- We ask that you do not prop doors to the Babson spaces open or let others in without verifying that they have Babson business.
- Please be aware that the Building Security staff are available 24/7 and can be contacted at 617-918-7909, they will also provide personal safety escorts as

available from spaces in the building to the parking garage.

- Report all suspicious activity or persons in or around the area to Building Security at 617-918-7909 or Boston Police 911.
- During an emergency and the fire alarm sounds, an announcement is made indicating if there is a need to evacuate and if so, whether it is a phased or full evacuation.
- During a full emergency evacuation out of the building, the assembly point is 100 Federal Street (In front of the Bank of America Building).

Babson has an Emergency Notification system (RAVE) in place, and we do have the ability to send messages to appropriate groups including Babson Boston campus so it is extremely important to keep your contact information as well as work and study locations up to date in the portal.



Babson College Miami, FL

Babson College Miami

Babson Miami provides the opportunity for students, alumni, corporate and non-profit partners to learn, gather, collaborate and innovate through graduate level courses, special programming and networking events.

Babson College's Miami location ("Babson Miami") is located at 1200 Brickell Avenue, Suite 300. Babson occupies 5,424 square feet. This location provides Babson students and alumni with an ADA compliant, exclusive space that includes an auditorium-style classroom, a flat classroom, the Babson Student Resource room, three conference rooms and a common area with a kitchen and coffee bar. This space provides students with a standardized experience in comparison to our other hub in Boston.

In terms of the student experience, Babson Miami allows access and amenities for our Blended MBA, and Certificate in Advanced Management (CAM) students throughout the week

and weekends. Students registered for Babson classes can use Babson Miami's space from 8:00 a.m. to 6:00 p.m., through keycard access. Students can use the kitchen that is equipped with microwave, small refrigerator, and tables and chairs for informal dining or meetings. Students also benefit from building amenities, such as 24/7 concierge, security, and a parking garage; not to mention the proximity with the metro mover (station within a block), hotels, banks and restaurants located in the Brickell area. The Babson Student Resource Room houses various texts that align with the Blended Learning MBA and Certificate in Advanced Management curriculum. Additionally, students have access to a workstation that houses a computer and telephone where students can connect directly to various staff at the Babson Wellesley campus for questions pertaining to Academic Advising, Student Financial Services, and the Center for Career Development.

Building staff on-site work closely with Public Safety to communicate any safety and security protocols and

concerns. Those Babson community members on site at this location are provided the same services and resources as the main campus in Wellesley, Massachusetts and have additional established facilities and on-site procedures that are differentiated.

I. Purpose: To provide guidelines for use of the Babson Miami campus and facilities at 1200 Brickell Avenue #300, Miami, Florida. The College utilizes space on the 3rd floor which includes open concept working spaces, interior offices, classrooms, conference rooms, a kitchenette and a café/common area.

II. General Guidelines:

A. Hours of Operations: Monday-Friday (open on some weekends for classes), 8:00 AM – 6:00 PM.

B. Security and Access Control

The Babson Miami campus located at 1200 Brickell Ave Miami, FL has security staff on-site 24 hours a day, 7 days a week stationed at the lobby desk.

Visitors must check in at the security desk and provide photo identification to be granted access to the elevator banks. Babson's suite is further secured by a separate card access system which require a Babson issued card. Key card access is reviewed at the conclusion of every semester and accordingly, key card access is deactivated or activated as appropriate. Security cameras are posted in the building and lobby security guards manage those CCTV feeds. Babson College also has a camera posted at entry points into the Babson Miami suite on the 3rd floor.

C. Crime Prevention and Resources

1200 Brickell Ave Building Security:
305-371-6103

Police/Fire/Medical Emergencies:
911

- Be sure to have your Babson One Card appropriately programmed for access control to the building as well as Babson spaces.
 - If you have a problem with access to the Babson space (3rd floor) please contact Babson Public Safety at 781-239-5555 to assist
- We ask that you do not prop open doors to the Babson space or let others in without verifying they have Babson business.
- Please be aware the Building Security staff are available 24/7 and can be contacted at 305-371-6103. They will also provide personal safety escorts as available from spaces in the building to the parking garage.
- Report all suspicious activity or persons in or around the area to Building Security at 305-371-6103 or Miami Police at 911.



Definitions of Reportable Crimes

Crime definitions from the Uniform Crime Reporting Handbook:

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

Criminal Homicide:

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

Murder and Non-negligent

Manslaughter- The willful (non-negligent) killing of one human being by another.

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

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the

use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

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

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

Domestic Violence: Felony or misdemeanor crimes 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, by a person similarly situated to a

Crime Statistics

spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or 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.

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 and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to A. Fear for the person's safety or the safety of others or B. Suffer substantial emotional distress. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. Reports may include electronic communications and online scams.

Weapons 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; and

all attempts to commit any of the aforementioned.

Drug Abuse 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 nonnarcotic 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; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Definitions of Sex Offenses from the NIBRS Edition of the Uniform Crime Reporting Program

Sex Offenses A-D: Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

A. Rape: The penetration, no matter how slight, of the vagina or anus,

Crime Statistics

with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

B. Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

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

D. Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Note: All liquor, drug and weapon law/policy violations are referred to the Office of Community Standards. Per Clery Act requirements, the liquor, drug and weapon statistics reported in this Security & Fire Report only include law violations that were referred to the Office of Community Standards. They do not include College policy violations alone. For example, possession of two ounces or less of marijuana is no longer Clery reportable due to its legalization in the state of Massachusetts. To ensure compliance with continual Clery Act updates, the Public Safety Department has implemented reporting system updates and advanced Clery training for its

personnel as well as Campus Security Authorities.

Definitions of Reportable Geographic Locations for Wellesley, MA Campus

On-Campus Property: Total campus crime on Wellesley, MA campus. (Crimes occurring both on-campus and within on-campus student housing facilities)

On-Campus Student Housing Facilities: Crimes only occurring in student housing facilities on Wellesley, MA campus.

NonCampus Property: Crimes occurring within any building or property owned or controlled by Babson that is used in direct support of, or in relation to, Babson's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property: Crimes occurring on public property immediately adjacent to & accessible from 231 Forest St Wellesley, MA campus.

Note: - The Waltham Police Department was contacted to provide 2024 calendar year crime statistics for noncampus property. However, the data received was not available in a usable format for Clery Act reporting.

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Definitions of Reportable Geographic Locations for Boston, MA Campus

On-Campus Property: Total campus crime on Boston, MA campus. (Crimes occurring both on-campus and within on-campus student housing facilities)

On-Campus Student Housing Facilities: N/A

NonCampus Property: N/A

Public Property: Crimes occurring on public property immediately adjacent to & accessible from 100 High St Boston, MA campus.

Definitions of Reportable Geographic Locations for Miami, FL Campus

On-Campus Property: Total campus crime on Miami, FL campus. (Crimes occurring both on-campus and within on-campus student housing facilities)

On-Campus Student Housing Facilities: N/A

NonCampus Property: N/A

Public Property: Crimes occurring on public property immediately adjacent to & accessible from 1200 Brickell Avenue Miami, FL campus.

Note: Miami Police Department did not respond to our good-faith effort to obtain crime statistics for the 2022 calendar year.

Hate Crime Statistics

Wellesley, MA Campus

2024: No Hate Crimes Reported.

2023: One on-campus student housing facility Intimidation characterized by ethnicity bias.

2022: One on-campus student housing facility Destruction/Damage/Vandalism of Property characterized by Sexual Orientation bias.

Boston, MA Campus

2024: No Hate Crimes reported.

2023: No Hate Crimes reported.

2022: No Hate Crimes reported.

Miami, FL Campus

2024: No Hate Crimes reported.

2023: No Hate Crimes reported.

2022: No Hate Crimes reported.

Crime Statistics – Wellesley, MA Campus

CRIMINAL OFFENSES REPORTING TABLE					
Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Student Housing Facilities	NonCampus Property	Public Property
Murder/ Non-Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape	2024	6	6	0	0
	2023*	10	10	0	0
	2022	1	1	0	0
Fondling	2024	3	0	0	0
	2023	3	3	0	0
	2022	4	2	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2024	4	2	0	0
	2023	0	0	0	0
	2022	4	3	0	0
Burglary	2024	3	3	0	0
	2023	3	3	0	0
	2022	4	4	0	0
Motor Vehicle Theft	2024	1	0	0	0
	2023	2	0	0	0
	2022	1	0	0	0
Arson	2024	2	1	0	0
	2023	1	1	0	0
	2022	0	0	0	0

*Of the 10 Rape statistics reported to a CSA in 2023, 4 occurred in 2021 and 2 occurred in 2022.
During the 2024, 2023 & 2022 calendar years, no crimes were unfounded.

Crime Statistics – Wellesley, MA Campus

VAWA OFFENSES REPORTING TABLE					
Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Student Housing Facilities	NonCampus Property	Public Property
Domestic Violence	2024	4	1	0	0
	2023	3	1	0	0
	2022	6	6	0	0
Dating Violence	2024	2	2	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Stalking	2024	17	3	0	0
	2023*	15	5	0	0
	2022	17	8	0	0

ARRESTS & DISCIPLINARY REFERRALS REPORTING TABLE					
Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Student Housing Facilities	NonCampus Property	Public Property
Arrests: Weapons: Carrying, Possessing, etc..	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc..	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arrests: Drug Abuse Violations	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Disciplinary Referrals: Drug Abuse Violations	2024	1	1	0	0
	2023	0	0	0	0
	2022	3	2	0	0
Arrests: Liquor Law Violations	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	2024	61	59	0	0
	2023	94	87	0	0
	2022	90	85	0	0

*Of the 15 Stalking statistics reported to a CSA in 2023, 1 occurred in 2021-2022.

Fire Statistics – Wellesley, MA Campus

Fire Statistics for Calendar Years 2024, 2023 & 2022 Wellesley, MA Campus

On Campus Student Housing Facilities	Total Fires in Each Building	Date of Fire	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Babson Executive Conference Center 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Bryant Hall 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Canfield Hall 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Carlos J. Mattos Hall 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Coleman Hall 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
East Hall 1000 Olin Way	0	N/A	N/A	N/A	N/A	N/A
Forest Hall 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Keith Hall 231 Forest St	1	1/28/24	Cigarette thrown in trash bin	0	0	\$0-\$99
Mandell Family Hall 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
McCullough Hall 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Park Manor Central 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Park Manor North 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Park Manor South 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Park Manor West 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Pietz Hall 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Putney Hall 231 Forest St	0	N/A	N/A	N/A	N/A	N/A

Fire Statistics – Wellesley, MA Campus

Residential Facilities	Total Fires in Each Building	Date of Fire	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Van Winkle Hall 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Woodland Hill #1 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Woodland Hill #2 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Woodland Hill #2A 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Woodland Hill #3 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Woodland Hill #4 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Woodland Hill #5 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Woodland Hill #6 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Woodland Hill #7 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Woodland Hill #8 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Woodland Hill #9 231 Forest St	0	N/A	N/A	N/A	N/A	N/A
Woodland Hill #10 231 Forest St	1	5/1/23	Intentional Fire- Small towel set on fire	0	0	\$0-\$99
Woodside Housing 231 Forest St	2	3/4/24	Intentional Fire-Pile of paper set on fire	0	0	\$0-\$99
		12/1/24	Marijuana joint thrown in trash bin	0	0	\$0-\$99

Crime Statistics – Boston, MA Campus

CRIMINAL OFFENSES REPORTING TABLE					
Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Student Housing Facilities	NonCampus Property	Public Property
Murder/ Non-Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Fondling	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Burglary	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arson	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

During the 2024, 2023 & 2022 calendar years, no crimes were unfounded.

Crime Statistics – Boston, MA Campus

VAWA OFFENSES REPORTING TABLE					
Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Student Housing Facilities	NonCampus Property	Public Property
Domestic Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Dating Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Stalking	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

ARRESTS & DISCIPLINARY REFERRALS REPORTING TABLE					
Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Student Housing Facilities	NonCampus Property	Public Property
Arrests: Weapons: Carrying, Possessing, etc..	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc..	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arrests: Drug Abuse Violations	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Disciplinary Referrals: Drug Abuse Violations	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arrests: Liquor Law Violations	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

Crime Statistics – Miami, FL Campus

CRIMINAL OFFENSES REPORTING TABLE					
Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Student Housing Facilities	NonCampus Property	Public Property
Murder/ Non-Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Fondling	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Burglary	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arson	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

During the 2024, 2023 & 2022 calendar years, no crimes were unfounded.

Crime Statistics – Miami, FL Campus

VAWA OFFENSES REPORTING TABLE					
Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Student Housing Facilities	NonCampus Property	Public Property
Domestic Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Dating Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Stalking	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

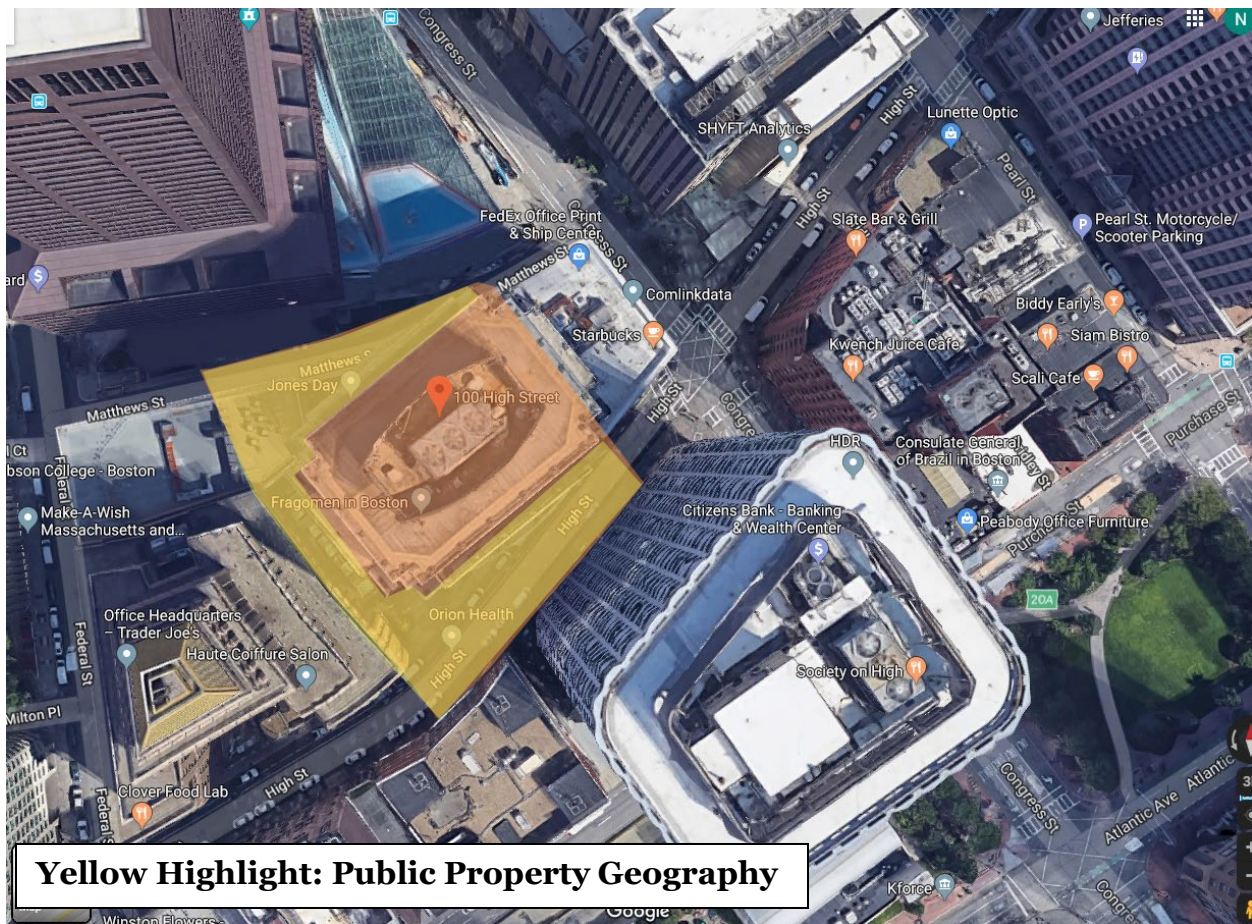
ARRESTS & DISCIPLINARY REFERRALS REPORTING TABLE					
Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Student Housing Facilities	NonCampus Property	Public Property
Arrests: Weapons: Carrying, Possessing, etc..	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Disciplinary Referrals: Weapons: Carrying, Possessing, etc..	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arrests: Drug Abuse Violations	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Disciplinary Referrals: Drug Abuse Violations	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arrests: Liquor Law Violations	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

Wellesley, MA Campus Map



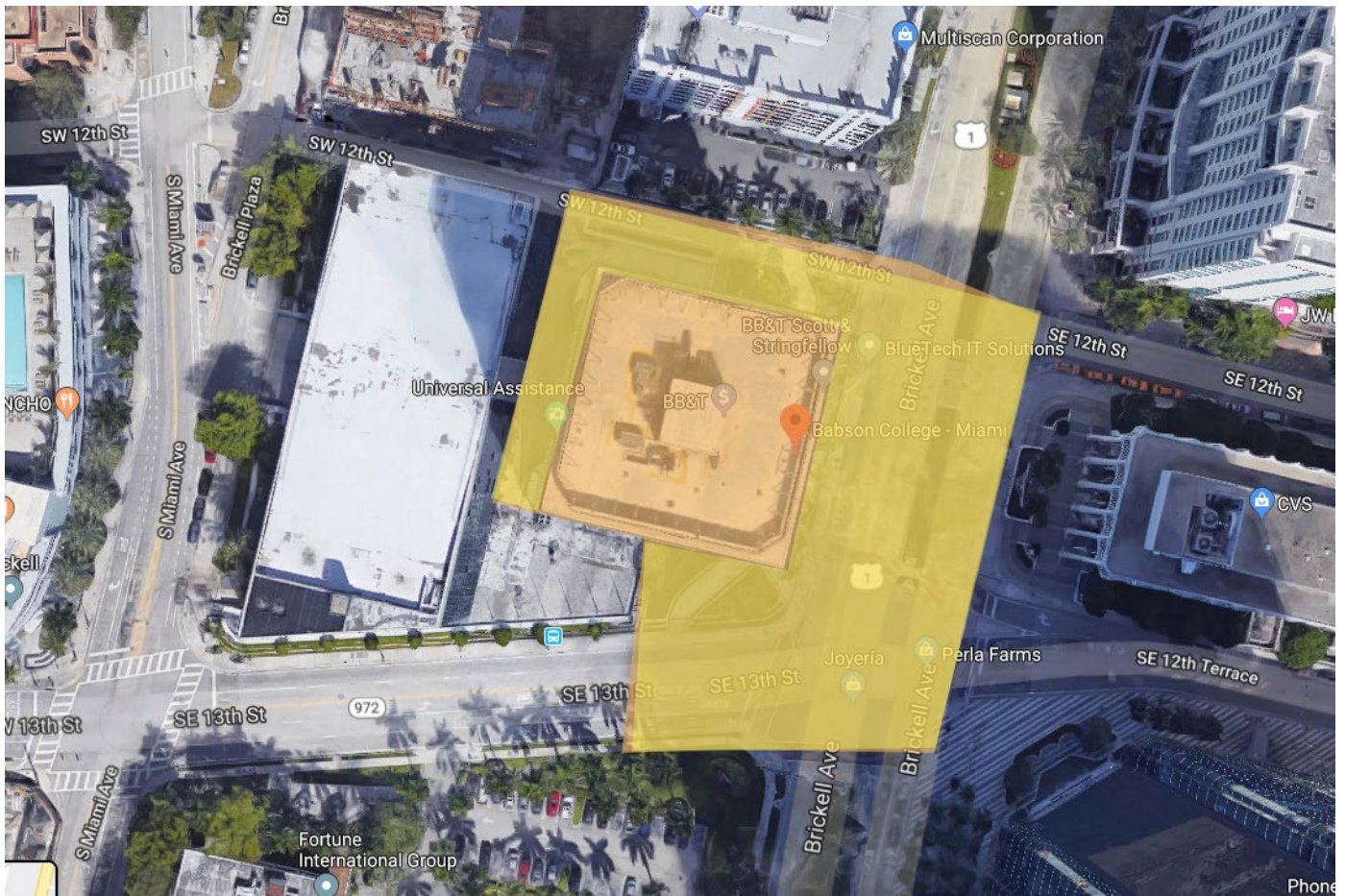
Yellow Highlight: Public Property Geography

Boston, MA Campus Map



Yellow Highlight: Public Property Geography

Miami, FL Campus Map



Yellow Highlight: Public Property Geography

