

Confidential Resources

Counseling Services (978) 665-3152

Community Health Connections (CHC) (978) 878-8100

Employee Assistance Program (844) 263-1982

Pathways For Change TTY (800) 870-5905 (888) 887-7130

YWCA of Central Mass. Chat (508) 755-9030 www.ywcahelp.com

National Sexual Assault Hotline (800) 656-4743

National Domestic Violence Hotline (800) 799-7233

Suicide Prevention Hotline (800) 273-8255

Closest SANE Site Hospitals (Worcester, MA)*
St. Vincent Hospital (508) 363-5000
UMASS Memorial Hospital
UMASS University Hospital

*SANE Nurses are available to work with survivors to collect evidence and provide medical attention. Seek medical attention within 72 hours and do not shower or change clothes. An advocate can accompany you to the hospital.

Fitchburg State University is committed to policies of non-discrimination, equal opportunity, diversity, and affirmative action. We strive for a campus free from all forms of sexually harassing and violent behavior. The University is dedicated to providing a safe and healthy educational, working, and living environment for students, employees, and other members of the campus community.



"No person in the United States, shall on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance."

Title IX of the Education Amendments of 1972
20 U.S.C. 1681

TAKE CARE TAKE ACTION community health & safety are everyone's responsibility



Office of Human Resources and Payroll Services
Sanders Administration Building, Suite 202
(978) 665-3172
fitchburgstate.edu/hr

Title IX
(Resource Brochure)

www.fitchburgstate.edu/titleix

Understanding Title IX

Title IX protects members of the Fitchburg State University community (individuals engaging or attempting to engage in our program and activities) from sex-based harassment (including sexual harassment), discrimination, and/or retaliation. See the full Equal Opportunity Plan and full list of definitions at: www.fitchburgstate.edu/titleix

Fitchburg State University prohibits:

- Sexual Harassment;
- Gender Based Harassment;
- Sexual Assault;
- Sexual Assault - Rape;
- Sexual Assault - Fondling;
- Statutory Rape;
- Incest;
- Dating Violence;
- Domestic Violence;
- Stalking; and
- Retaliation.



Reporting Options

Fitchburg State University encourages a culture of reporting and requires certain designated employees ("responsible employees") to report incidents of sexual misconduct to the Title IX Coordinator. Reports can be made in person, by mail, email, or through the online reporting form. Emergencies should always be reported to the Fitchburg State University Police Department via (978) 665-3111 or 911.



Report Anonymously

visit: www.fitchburgstate.edu/titleix

Complaints or notice of alleged policy violations, or inquiries about or concerns regarding University Policies and Procedures:*

Dr. William Cummings
Director of Compliance
and Title IX Coordinator
Human Resources -
Sanders 202
wcummings@fitchburgstate.edu
or (978) 665-3236



*Informal/anonymous consultations regarding rights and options are also available.

File a Criminal Complaint and/or seek assistance with Court Orders:

University Police: (978) 665-3111

Concerns specific to gender and equity in Athletics:

Matt Burke
Director of Athletics
mburke43@fitchburgstate.edu or (978) 665-3314

Concerns regarding the application of Title IX:

U.S. Dept. of Education - Boston Field Office
Office of Civil Rights
33 Arch St., 9th Floor
Boston, MA 02119-1424
Telephone: (617) 289-0111
TDD: (877) 521-2172
Facsimile (617) 289-0150
Email: OCR.Boston@ed.gov



Key Terms

Amnesty Fitchburg State maintains a policy of offering amnesty to a student who, in good faith, reports, witnesses, or participates in an investigation or process under Title IX.

Affirmative Consent is an understandable exchange of affirmative words or actions, which indicates a willingness by all parties to participate in mutually agreed upon sexual activity.

Retaliation is prohibited. Protected activity includes reporting an incident, participating in the grievance process, supporting a Complainant or Respondent, assisting in providing information relevant to an investigation, and/or acting in good faith to oppose conduct that violates policy.

Resolution Options

Survivors may choose to pursue a number of options for resolution.

- Seek supportive measures
- Initiate a formal complaint
 - Informal Resolution
 - Formal Resolution
- Pursue a criminal investigation
- Any combination of the options listed above

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to restore or preserve the parties' access to the University's education program or activity, including measures designed to protect the safety of all parties and/or the University's educational environment, and/or deter harassment, discrimination, and/or retaliation. Supportive measures may include resources, referrals, contact limitations, safety measures, and housing, academic, or workplace accommodations.

The decision to file a formal complaint is separate and distinct from the submission of a report. The formal complaint serves as a request the University initiate a resolution process, including investigation. The University determines jurisdiction and offers the appropriate resolution process. In certain limited circumstances, the University may take action without full participation of a complainant.