



SIMMONS UNIVERSITY'S SEX DISCRIMINATION POLICY

A PRIMER

*Presented by
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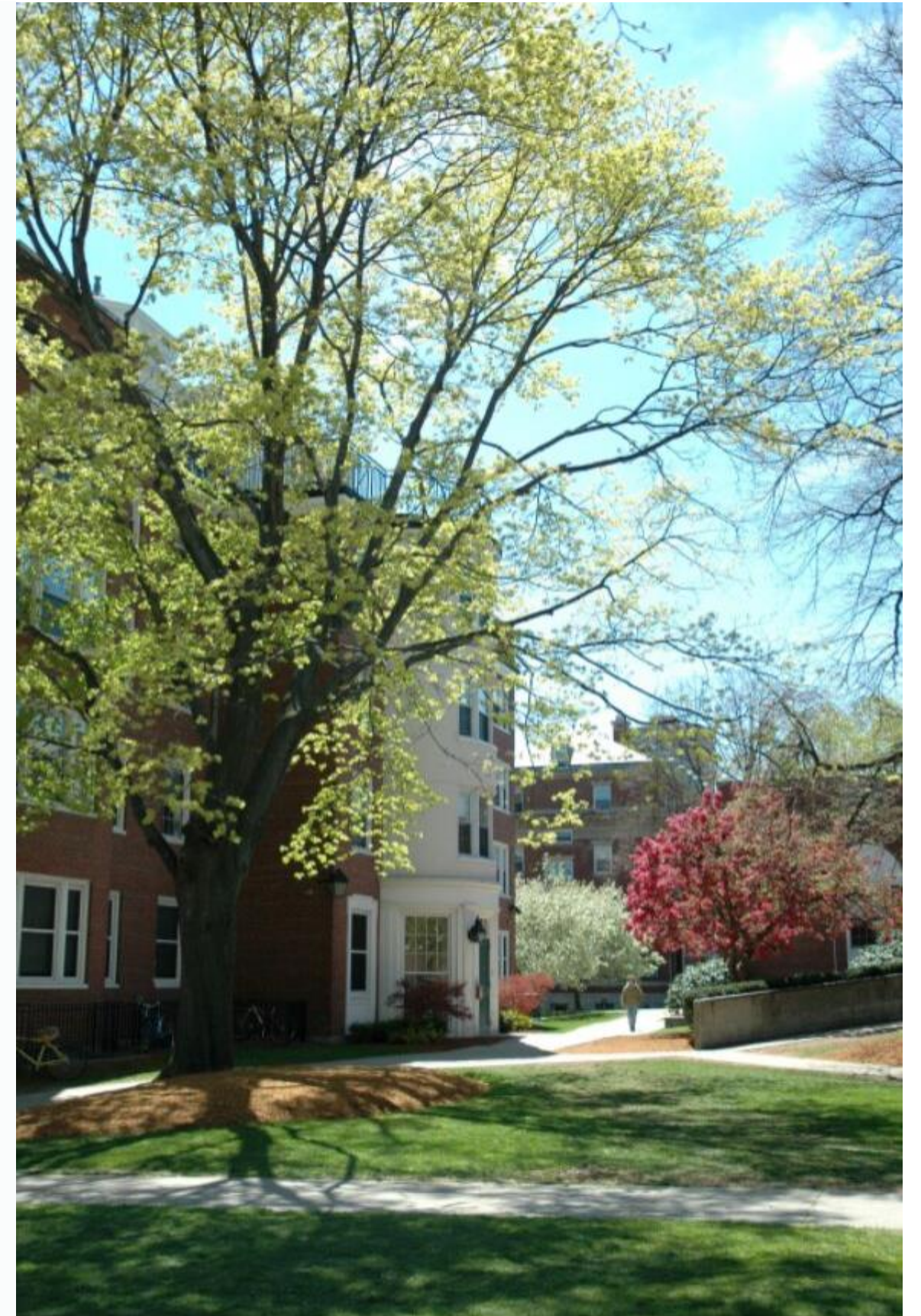
CONTENT WARNING

Please use self care.

Feel free to move around as needed.

TODAY'S TOPICS

- Overview of Title IX
- Simmons' Sex Discrimination Policy
- Reporting incidents of Sex Discrimination
- Making a complaint & the Grievance Process
- Resources
- Questions



TITLE IX: AN OVERVIEW

“

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

Title IX of the Education Amendments of 1972

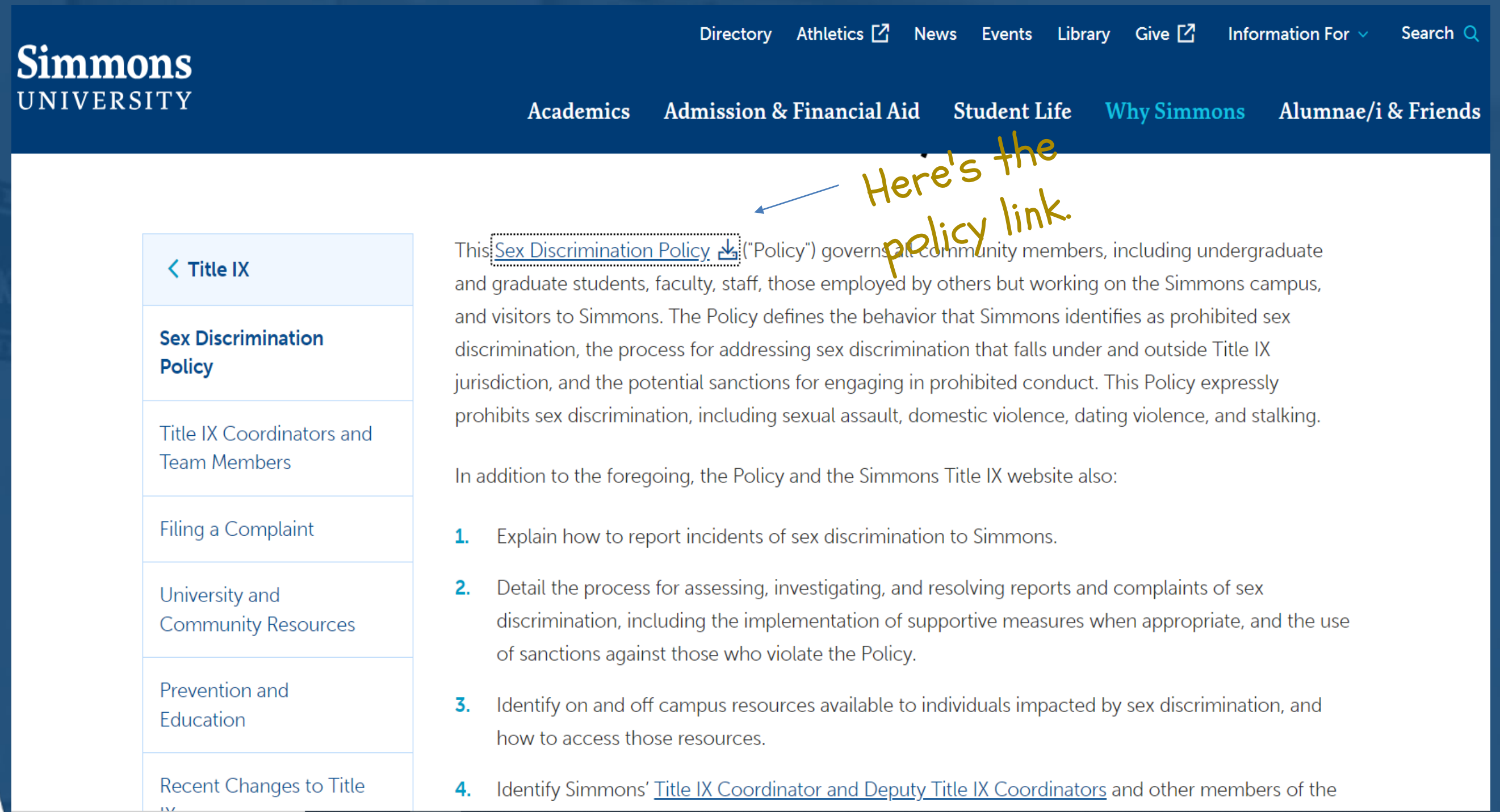
THE GOAL:

To provide equal access to education and ensure students and employees are not denied or limited in their ability to fully participate in, or benefit from, their school's educational programs, activities or resources due to sex discrimination.



SEX DISCRIMINATION POLICY

ON THE SIMMONS
WEBSITE, YOU CAN
FIND A WEB PAGE
DEDICATED TO TITLE
IX, WITH A LINK TO
OUR SEX
DISCRIMINATION
POLICY



The screenshot shows the Simmons University website. The top navigation bar includes links for Directory, Athletics, News, Events, Library, Give, Information For, and Search. Below this, a secondary navigation bar lists Academics, Admission & Financial Aid, Student Life, Why Simmons, and Alumnae/i & Friends. The main content area features a sidebar on the left with a 'Title IX' section containing links to Sex Discrimination Policy, Title IX Coordinators and Team Members, Filing a Complaint, University and Community Resources, Prevention and Education, and Recent Changes to Title IX. The main text area explains the Sex Discrimination Policy, which governs all community members. A handwritten note in yellow, 'Here's the policy link.', with a blue arrow points to the 'Sex Discrimination Policy' link in the sidebar. The text also lists four key points of the policy: 1. Explain how to report incidents of sex discrimination to Simmons. 2. Detail the process for assessing, investigating, and resolving reports and complaints of sex discrimination, including the implementation of supportive measures when appropriate, and the use of sanctions against those who violate the Policy. 3. Identify on and off campus resources available to individuals impacted by sex discrimination, and how to access those resources. 4. Identify Simmons' Title IX Coordinator and Deputy Title IX Coordinators and other members of the

Simmons
UNIVERSITY

Directory Athletics News Events Library Give Information For Search

Academics Admission & Financial Aid Student Life Why Simmons Alumnae/i & Friends

< Title IX

Sex Discrimination Policy

Title IX Coordinators and Team Members

Filing a Complaint

University and Community Resources

Prevention and Education

Recent Changes to Title IX

This [Sex Discrimination Policy](#) ("Policy") governs all community members, including undergraduate and graduate students, faculty, staff, those employed by others but working on the Simmons campus, and visitors to Simmons. The Policy defines the behavior that Simmons identifies as prohibited sex discrimination, the process for addressing sex discrimination that falls under and outside Title IX jurisdiction, and the potential sanctions for engaging in prohibited conduct. This Policy expressly prohibits sex discrimination, including sexual assault, domestic violence, dating violence, and stalking.

In addition to the foregoing, the Policy and the Simmons Title IX website also:

1. Explain how to report incidents of sex discrimination to Simmons.
2. Detail the process for assessing, investigating, and resolving reports and complaints of sex discrimination, including the implementation of supportive measures when appropriate, and the use of sanctions against those who violate the Policy.
3. Identify on and off campus resources available to individuals impacted by sex discrimination, and how to access those resources.
4. Identify Simmons' [Title IX Coordinator and Deputy Title IX Coordinators](#) and other members of the



SEX DISCRIMINATION POLICY FOR STUDENTS, FACULTY, STAFF, AND VISITORS

Initial distribution October 14, 2014

Updated as of August 15, 2018

UPDATED as of August 14, 2020 to reflect new Title IX regulations

UPDATED as of August 1, 2021 to reflect MA Campus Sexual Violence Act

UPDATED as of August 4, 2022

UPDATED as of August 1, 2024 to reflect updated Title IX regulations

The federal and state laws, regulations, and guidance concerning Title IX, the Clery Act, the Violence Against Women Act (VAWA), and the MA Campus Sexual Violence Act are not static. Simmons will monitor changes and endeavor to keep the Policy current and reflective of best practices. If you believe the Policy contains outdated information, we encourage you to contact the Title IX Coordinator and/or our General Counsel.

THIS POLICY INCLUDES:

- A glossary of important definitions
- Info on how to report an incident
- Title IX Team contact information
- Supportive measures
- On and off-campus resources
- Retaliation policy
- Making a complaint & Grievance Process
- Informal resolution processes
- Investigation and hearing processes
- Appeals process

Who Must Comply With This Policy?

- *All undergraduate and graduate students (including online and off-site students, part-time and full-time)*
- *Faculty and staff (both on campus and online, and full-time, part-time, or adjunct)*
- *Personnel connected to Simmons through sponsored off-site programs, such as internships, and field and clinical placements*
- *Contract employees (e.g. dining or facilities staff)*
- *Guests of the University*

THE POLICY SUPPORTS SIMMONS STUDENTS AND EMPLOYEES.....

While engaged in classes and work

At University events

In dining facilities or other areas of campus

On University-sponsored trips

On other schools' campuses, or anywhere out in the community



HOW IS SEX DISCRIMINATION DEFINED?

Discrimination on the basis of sex, which includes discrimination on the basis of:

Sex stereotypes

Sex characteristics

Pregnancy or related conditions

Sexual orientation

Gender identity

HOW IS SEX- BASED HARASSMENT DEFINED?

Sexual harassment and other harassment on the basis of sex that satisfies one or more of the following:

Quid pro quo harassment. An employee, agent, or other person authorized to provide an aid, benefit, or explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct.

Hostile environment harassment. Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe *or* pervasive that it limits or denies a person's ability to participate in or benefit from the recipient's education program or activity (*i.e.*, creates a hostile environment).

Sexual assault, domestic violence, dating violence, and stalking (as defined by the regulations)

Sexual violence that does not qualify as Sexual Assault (as defined by the Policy), gender-based violence, and/or violence based on sexual orientation or gender identity or expression.

HOW IS CONSENT DEFINED?

Consent is agreement which is freely and actively given through clear words or actions, and creates mutually understandable permission regarding the conditions of sexual activity.

Consent given at one time does not imply consent for further sexual activity at another time.

ONLINE REPORTING FORM

The Simmons website has a link titled "Report an Incident," where you can find the link for Title IX reporting.

The screenshot shows the Simmons University homepage in a web browser. The browser's address bar displays 'Simmons University [US] | simmons.edu'. The page features a green header with three white buttons: 'REQUEST INFO', 'VISIT', and 'APPLY'. Below the header, the main content area includes links for 'Undergraduate Site >' and 'Graduate Site >'. The 'Simmons UNIVERSITY' logo is prominently displayed on the right. A 'RESOURCES' section is located on the left, with a horizontal line above it. This section contains a grid of links: Library, Athletics, Public Safety, Contact Us, Events, Faculty Directory, Title IX, Give, Maps and Directions, Financial Reporting, Report an Incident, and Work at Simmons. A handwritten note 'There it is!' with an arrow points to the 'Report an Incident' link. To the right of the resources, the university's address '300 The Fenway, Boston, MA 02115' and phone number '(617) 521-2000' are listed. At the bottom, there is a footer with copyright information '© 2019 Simmons University' and links for 'Accessibility', 'Privacy', and 'Consumer Information'. Social media icons for YouTube, Facebook, Twitter, LinkedIn, and Instagram are also present. The Windows taskbar at the bottom shows the search bar and various application icons, with the system clock indicating '10:02 AM 8/30/2019'.

Check Point Mobile x A design has been shared with you x Sara's Version_Simmons Gender x S Homepage | Simmons University x

Simmons University [US] | simmons.edu

REQUEST INFO VISIT APPLY

Undergraduate Site >
Graduate Site >

Simmons
UNIVERSITY

300 The Fenway
Boston, MA 02115
(617) 521-2000

RESOURCES

Library Athletics Public Safety Contact Us
Events Faculty Directory Title IX Give
Maps and Directions Financial Reporting Report an Incident Work at Simmons

There it is!

© 2019 Simmons University Accessibility Privacy Consumer Information

Type here to search

10:02 AM 8/30/2019

TITLE IX/ SEX DISCRIMINATION INCIDENT REPORT

This form should be used to document all disclosures or incidents pertaining to Sexual Harassment, including, but not limited to, incidents of sexual assault, dating violence, domestic violence, and stalking that have impacted students, faculty, staff, or visitors. This form will be sent to the University's Title IX Coordinator or their designee.

Thank you in advance for your detailed report.

Background Information

Enable additional features by logging in.

Your first and last name:


Your position/title:

Your phone number:

Your email address:

Your physical address:

Urgency of this report *(Required)*:

Date of most recent Incident *(Required)*: 

Time of incident:

Location of Incident *(Required)*:

Involved Parties

Name	Role
<input type="text"/>	<input type="text" value=""/>

Add another party

Questions

Answering the following questions will help Simmons assist you.

Please describe the incident(s) that is/are leading you to file this Incident Report. *(Required)*

SIMMONS UNIVERSITY'S TITLE IX COORDINATOR

Title IX Coordinator
Sara Simberg

300 The Fenway
Suite A-230A
Phone: 617-521-3289

E-mail: simberg@simmons.edu

Confidential Resources v. Responsible Employees

CONFIDENTIAL RESOURCES

A protected status under the law.

Keeps disclosures of Sex Discrimination confidential, and can only report concerns to the University's Title IX Coordinator, Office of Student Affairs, Public Safety, etc. if a student gives explicit permission to do so.

Includes:

- Staff and workers in the Health and Counseling Centers
- Confidential Resource Persons:

Matoaka Kipp, Director of the REEF Support Center

Beth Grampetro, Associate Dean, Chief Wellness Officer

Note: Confidential resources may still be mandated reporters under MA law.

RESPONSIBLE EMPLOYEE

Required to report incidents of Sex Discrimination that they know of (or reasonably should know of) to the University's Title IX Coordinator.

Includes:

- All University employees other than the University's confidential resources and Confidential Resource Persons.
- Student workers in the roles of:
 - Resident Advisor
 - Betsy's Friends Peer Supporter
 - Wellness Ambassador
 - Orientation Leader

When a Report Is Made

Among other actions:

- The Title IX Coordinator will communicate with the student or employee who is alleged to have experienced sex discrimination to offer support and provide resources.
- If the individual meets with the Title IX Coordinator, the Title IX Coordinator will confirm their immediate safety and engage in an interactive, individualized discussion with them about their needs and potential available support.
- The Title IX Coordinator will also provide information about the Sex Discrimination Policy and the grievance process, including information resolution processes that are available, if appropriate.

SUPPORTIVE MEASURES

AMNESTY PROVISION

NON-RETALIATION POLICY



Non-disciplinary, non-punitive individualized services

AMNESTY PROVISION

NON-RETALIATION POLICY



SUPPORTIVE MEASURES

Limited amnesty from conduct charges

NON-RETALIATION POLICY



SUPPORTIVE MEASURES

AMNESTY PROVISION

Retaliation is strictly prohibited against anyone involved in any manner



Informal Resolution Processes

Facilitated Resolution

Facilitator assists parties in resolving the Complaint through either a face-to-face restorative process or a mediated process.

Administrative Resolution

Title IX Coordinator (or designee) reviews the facts and makes a determination regarding responsibility, as well as levies sanctions and implements remedies.

Consent by both parties is required.

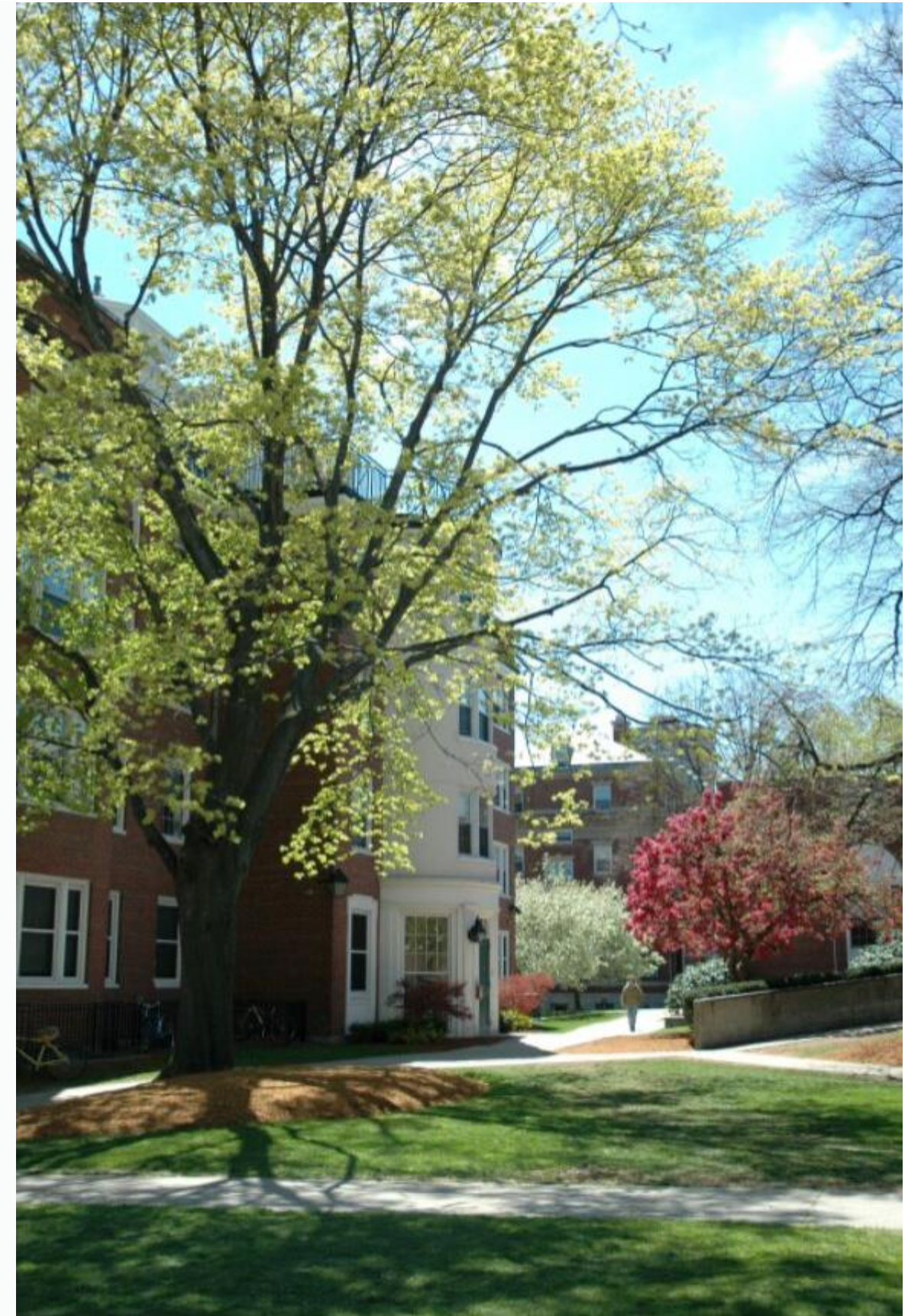
Available, when appropriate, whether or not anyone has made a complaint.

Making a Complaint & Grievance Processes

COMPLAINT

An individual can make a complaint of sex discrimination either verbally or in writing.

Once the Title IX Coordinator receives a Complaint, the Grievance Process is triggered. The parties receive notice and are advised, where appropriate, of the availability of informal resolution processes that may be available.



INVESTIGATION

- Fair, timely, and impartial
- Recorded interviews with the parties and relevant witnesses
- Review of documentation
- Complainant and Respondent may review the gathered permissible and relevant evidence and submit a response



LIVE HEARING*

Decisionmaker presides and makes relevance determinations.

Parties and relevant witnesses provide testimony via questions from the Decisionmaker only. Parties submit their questions to the Decisionmaker.

Decisionmaker and parties discuss relevant documents.



Determination Regarding Responsibility

- Determination on whether the Respondent engaged in the alleged conduct and, if so, whether the conduct is impermissible Sex Discrimination.
- Sanctions may be imposed if there is a finding of responsibility.
- Remedies will be provided to the Complainant, as appropriate.
- How to appeal



Some Important Points

Simmons can support Simmons community members who have experienced sex discrimination, even when the person who is alleged to have caused the harm is not a member of the Simmons community.

Simmons is in regular contact with Title IX Coordinators from other colleges and universities and can assist in connecting impacted individuals with other schools, if needed.

If there is a current risk or threat to our Simmons community, Public Safety will be notified and take appropriate steps to address the threat.

RESOURCES

SIMMONS RESOURCES

Emergency/Support Services

Simmons University Public Safety
x1111

Health Center
x1020

Counseling Center
x2455

Betsy's Friends
x2044

Confidential Resource Persons

Matoaka Kipp
matoaka.kipp@simmons.edu

Beth Grampetro
beth.grampetro@simmons.edu

Title IX Support

Title IX Coordinator
Sara Simberg
X3289
simberg@simmons.edu

COMMUNITY RESOURCES

Greater Boston-Area Resources

Boston Area Rape Crisis Center

Beth Israel Deaconess Medical
Center's Center for Violence
Prevention and Recovery

Casa Myrna and SafeLink

The Network/La Red

Fenway Health's Violence Recovery
Program

MA Office of Victim Assistance

Victims' Rights Law Center

National Resources

Rape, Abuse, Incest National
Network (RAINN)

National Domestic Violence
Hotline

Financial Assistance for Survivors of Sexual Assault

FREE EMERGENCY ROOM CARE

Forensic exam, labs, imaging, medications

Physician fees

ED nursing and ancillary costs

Facility fees/room and board

UP TO \$25,000 FOR EXPENSES

Certain medications

Medical follow-up services

Counseling

Lost earnings

Assistance is provided through the Massachusetts Attorney General's Office

<https://www.mass.gov/info-details/section-x-victim-compensation>



THANK YOU!