

Purpose

Boston College advances its mission through the contributions of a diverse faculty, staff, and student body and strives to provide a welcoming environment informed by respect for all persons regardless of race, color, national origin, sex, religion, disability, age, or

who rejects such advances, sexual epithets, jokes, or comments, comments, or inquiry about an individual's body or sexual experiences, unwelcome leering, whistling, brushing against the body, sexual gestures, and displaying sexually suggestive images.

Sexual misconduct, which is defined under Massachusetts law (M.G.L. ch. 6 section 168D) as sexual violence, dating violence, domestic violence, gender-based violence, violence based on sexual orientation or gender identity or expression, sexual assault, sexual harassment, or stalking.

Responding to Discriminatory Harassment

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Title IX Harassment Policy, unless it is dismissed under that policy or, as explained in that policy, the matter implicates this policy and/or other University policies.

4. If the complainant believes the Harassment Counselor has erred in dismissing the complaint, the complainant may consult with the Executive Director of the Office for Institutional Diversity, who will review the matter and make a determination. The Executive Director's decision will be final.

Additional Reporting Options and Resources

Any member of the University community who experiences violence or sexual misconduct or who has a medical or safety concern is encouraged to call 911 or the Boston College Police at 617-552-

the investigation shall have received annual training on issues relating to sexual

appealing party at the time of the investigation or hearing and that would likely affect the outcome of the case; or (ii) if the party has a reasonable basis to believe that the outcome was the result of a material failure to comply with the procedural requirements of this policy. A faculty member may also bring an appeal if the faculty member reasonably believes the outcome constitutes a violation of academic freedom. An appeal must be filed in writing within ten (10) days after the respondent is informed of the decision. Except in the case of appeals filed by faculty, appeals should be in writing and filed with the Executive Vice President, who will either sustain or reverse the decision, or refer the case back to the appropriate Dean or Vice President for further review. Faculty may appeal decisions pursuant to applicable provisions of the University Statutes.

Recordkeeping

A record of all complaints, including their disposition, will be maintained by the Harassment Counselor and the Office for Institutional Diversity.

A record may also be kept with a respondent's personnel file. For informal complaints, no

617-994-6000

Faculty, staff, or applicants for employment:

U.S. Equal Employment Opportunity Commission qual Em