

## **Appendix A: Campus and Community Resources for Title IX and Gender-Based Harassment and Discrimination Processes**

Bentley University offers various resources for students, staff, and faculty seeking information or support regarding gender-based discrimination and harassment.

Bentley also acknowledges that each person experiences and responds in different ways, and there are a variety of formal and informal options for support. Please review the information regarding your options for support, assistance, and reporting so that you can make an informed decision based on personal needs. Your needs may change over time, so please know that you may choose to utilize different forms of response at different times.

If you have experienced an act of sex- or gender-based discrimination or harassment, our first concern is your safety and well-being. Bentley University offers some on-campus resources to assist students who have been affected by sexual violence or sexual misconduct. The greater Boston area also offers many additional services and support options. Bentley community members are encouraged to utilize any resource on or off-campus available to them.

- A. Accommodations for Students with Disabilities.** By federal law, a person with a disability is any person who: 1) has a physical or mental impairment; 2) has a record of such impairment; or 3) is regarded as having such an impairment, which substantially limits one or more major life activities such as self-care, walking, seeing, hearing, speaking, breathing, or learning. A student requesting an accommodation in regard to a Title IX investigation/adjudication process must follow the appropriate process for requesting an accommodation through the Office of Disability Services (located in Jennison Hall). Additionally, the Office of Disability Services can provide students with a comprehensive list of off-campus resources. The Office of Disability Services will make a determination regarding the request and notify the Title IX staff. Reasonable accommodations depend upon the nature and degree of severity of the documented disability. While the Americans with Disabilities Act of 1990 requires that priority consideration be given to the specific methods requested by the student, it does not imply that a particular accommodation must be granted if it is deemed not reasonable and other suitable techniques are available.
- B. Safety Concerns.** Any individual concerned for their immediate safety on campus can contact University Police at 781-891-3131, and if off-campus, should contact the local police via 911.

**C. The Bentley Care Team:** Is a group of professionals from various departments across campus who are available to provide support, guidance, or feedback to students responding to allegations of sexual misconduct. They can help connect students to appropriate resources, both on and off-campus, when mental, emotional, academic, or physical well-being is impacted. If you are interested in utilizing the support of the CARE Team, please visit [www.bentley.edu/bentley-cares](http://www.bentley.edu/bentley-cares) to submit a CARE report or call the CARE Team case manager at 781.216.7115.

**D. Human Resources.** Employees of the institution may consider seeking support from either the Human Resources department, or the Employee Assistance Program (EAP). More information about Human Resources and the EAP can be found at <https://www.bentley.edu/offices/human-resources>, or by calling 781.891.3427. The Human Resources offices are located in Rauch 201.

**E. Confidential Reporting/Resources on Campus.** If you are not sure if you would like to proceed with formal complaint (i.e., filing a police report or reporting to the University), there are support services available while you consider those options. The Counseling Center, the Health Center, and the Spiritual Life staff can be good places to start if you are not sure whether to report:

- **Bentley Ombudsperson.** 781.891.3102. The Ombudsperson is an independent confidential resource available to employees.

- **Bentley EthicsPoint Anonymous Hot Line.** 866.384.4277 Bentley has established a hotline to provide a way to report, anonymously and confidentially, activities that may involve improper conduct, violate Bentley's policies or constitutes a violation of law.
- **The Counseling Center.** 781.891.2274 (located on the second floor of the Callahan Police Building). All Staff Members in this office are Confidential Resources.
- **The Health Center:** 781.891.2222 (located in the basement of Rhodes Hall). All clinical staff are confidential resources
- **The Wellness Center.** 781.891.2274 (located on the second floor of the Callahan Police Building). Prevention staff in the Wellness Center are trained and Confidential Resources.
- **The Spiritual Life Center.** 781.891.2418. All ordained ministers are confidential resources. All other staff members are limited reporters

**F. Formal Reporting Resources on Campus.** Please contact any of these offices if you would like to file a formal report of an incident of sex- or gender-based discrimination or harassment:

- **Title IX Coordinator and Title IX Staff:** 781-891-2161 (located in the Student Center 320, [www.bentley.edu/titleix](http://www.bentley.edu/titleix))
- **The Residential Center:** 781-891-2148 (located in the Student Center 320)
- **Bentley University Police** (located on the first floor of the Callahan Police Building):
  - Non-Emergency: 781-891-2201
  - Emergency: 781-891-3131

### **G. Off-Campus/Community Resources**

The following resources are not managed by Bentley University but may be helpful to individuals, especially in assisting with a variety of needs that you may have beyond your campus experience.

**Newton-Wellesley Hospital**

2014 Washington Street

Newton, MA 02462

617.243.6000

Newton-Wellesley Hospital provides free and confidential services for survivors of domestic and sexual violence. Domestic violence and sexual trauma affect people of every race, culture, faith, age, gender identity, and sexual orientation.

**Fenway Community Health Center (several locations)**

1.888.242.0900

The mission of Fenway Health is to enhance the wellbeing of the lesbian, gay, bisexual, and transgender community and all people in our neighborhoods and beyond through access to the highest quality health care, education, research, and advocacy.

**Boston Area Rape Crisis Center (BARCC)**

Hotline: 1.800.841.8371

Business: 617.492.9306

BARCC was founded in 1973 to create a hotline to answer calls from rape survivors. Today, it is a national leader in providing a 24-hour hotline, 24-hour medical advocacy, individual and group counseling, and legal advocacy. BARCC also provides community awareness and prevention services. BARCC assists thousands of sexual violence survivors and their families, friends, and communities each year, regardless of sex, gender identity, race, physical/developmental disabilities, income, ethnicity, class, religion, or sexual orientation. Services are provided in English, Spanish, Haitian Creole, and French, with other languages available upon request.

**Casa Myrna**

Hotline: 1.877.785.2020

Casa Myrna provides safe housing, legal assistance, counseling, and other support services for survivors of domestic abuse and relationship violence. Services are offered in multiple languages.

### **Rape, Abuse and Incest National Network (RAINN)**

Hotline: 1.800.656.HOPE

The Rape, Abuse, and Incest National Network is the nation's largest anti-sexual violence organization. RAINN operates the national sexual assault hotline at 1.800.656.HOPE (4673) and the national sexual assault online hotline at [rainn.org](http://rainn.org). The hotline offers free, confidential services. RAINN educates the public about sexual violence and leads national efforts to prevent sexual violence, improve services to victims, and ensure that rapists are brought to justice.

### **REACH (Refuge, Education, Advocacy, Change)**

Hotline: 1.800.899.4000

REACH is committed to advancing the safety, healing, and empowerment of those who experience domestic or relationship violence through direct services and education while promoting social justice for individuals and families of all backgrounds. Based in Waltham, REACH offers free, community-based supportive services, including support groups, legal and community advocacy, and child and adolescent therapy.

### **SANE (Sexual Assault Nurse Examiners)**

SANE (sexual assault nurse examiners) are registered nurses and nurse practitioners who have completed specialized training to assist sexual assault victims. They perform the pelvic exams and collect all forensic evidence (think CSI). SANE nurses are available at only specific hospital emergency rooms. The evidence collected is sealed in Massachusetts evidence collection kits (rape kits) and sent to a crime lab for evaluation. The SANE nurse records the victim's account of the assault and can testify at any legal proceedings. Additionally, the kits can remain confidential and are released to the police only at the victim's request.

Both the Boston Police Crime Lab and the State Police Crime Lab report that SANE nurses gather better evidence than non-SANE nurses. Also, having one person maintain control of all of the rape kit evidence before it gets to the lab reduces any chance of errors and makes prosecution of the perpetrator easier. The Massachusetts Department of Health reports that when a SANE nurse is utilized, a guilty verdict is returned 95 to 100 percent of the time.

