



RESOURCES FOR MEMBERS OF THE NEC COMMUNITY IMPACTED BY SEX DISCRIMINATION

NEC offers supportive measures and resources to assist NEC students and employees who disclose they have experienced sex discrimination or other conduct prohibited by [NEC's Policy Against Sex Discrimination](#) (referred to in this document as the "Policy"). All of the supportive measures and resources identified in this section are available regardless of whether the NEC student or employee chooses to submit a complaint under the Policy or to participate in either an NEC investigation or hearing, or a criminal process.

A. EMERGENCY ASSISTANCE AND SUPPORTIVE MEASURES

Emergency Assistance: Any person who believes they may be at immediate risk of harm, including due to sexual violence, should dial 911. NEC also operates a 24-Hour Campus Security and Dispatch, which can be accessed 24 hours a day at 617-585-1777 or extension 1777 from any campus phone.

Supportive Measures: NEC's Title IX Coordinator is available to assist with providing supportive measures. Students and employees should review the [Policy](#) for additional information. Supportive measures may include but are not limited to: counseling; academic accommodations, such as extensions of deadlines or other course-related adjustments; course changes or drops; modifications of work or class schedules; campus escort services; one way or mutual restrictions on contact between parties; residential accommodations, including but not limited to arranging for new housing, or providing temporary housing options, as appropriate; changes in work locations; leaves of absence; increased security and monitoring of certain areas of the campus; and no trespass notices, among others.

Notification to Law Enforcement: The Title IX Coordinator and/or the Director of Public Safety can provide information and assistance concerning options to notify or decline to notify local law enforcement of a crime (including certain forms of sexual misconduct) and to seek protective orders through the courts if they wish to do so. NEC community members who have obtained a court issued protective order should promptly provide the Title IX Coordinator or Director of Public Safety with a copy so that NEC can help to enforce the order. The Title IX Coordinator or Director of Public Safety should also be notified when such orders are modified, extended, or rescinded.

No Trespass Order: The Title IX Coordinator can assist NEC students or employees in requesting that NEC Public Safety issue a No Trespass Order prohibiting access to campus to someone with whom they want to avoid contact. A No Trespass Order may be an option if the person with whom they want to avoid contact is not affiliated with NEC and has no right to be on campus –

for other situations, a removal from campus would need to meet the standards for emergency removal or administrative leave described in this Policy. The Title IX Coordinator can also assist with obtaining an NEC-issued non-punitive and non-disciplinary No Contact Order (NCO) or No Communication Directive (NCD) between an individual who reports experiencing conduct prohibited by this Policy and the person who is reported to have violated the Policy. NEC's Title IX Coordinator provides NEC Public Safety with copies of No Contact Orders (NCOs) issued by the Title IX Office.

B. MEDICAL

There are multiple reasons why individuals who have experienced sexual misconduct may seek medical care, such as due to a physical injury, sexually transmitted infection and HIV prophylaxis, concerns regarding pregnancy, and/or for a forensic medical exam to preserve evidence. A medical provider can provide routine and emergency medical services, as well as information concerning any health care concerns related to sexual misconduct, in a confidential medical setting.

To collect and preserve physical forensic evidence for potential criminal prosecution, an individual should seek a forensic exam, which is referred to as a Sexual Assault Nurse Examination (SANE). NEC encourages all individuals who have experienced sexual assault to promptly seek appropriate medical attention and to preserve any evidence. NEC's Title IX Coordinator, the Dean of Students and Campus Life, or Director of Public Safety can assist with referrals for an evidence collection exam at an appropriate hospital in cases of recent sexual violence. There is a limited window of time (typically 5 days or 120 hours) following a sexual assault to preserve physical and other forms of evidence. Gathering evidence does not commit an individual to any course of action. The decision to gather any evidence and seek medical attention is confidential and may preserve options through the criminal justice system. During a forensic exam, concerns regarding physical injury, risk of pregnancy, and prophylaxis can also be addressed.

Several hospitals within the Boston-area are designated SANE Hospitals, including:

Beth Israel Deaconess Medical Center
330 Brookline Avenue, Boston, MA
1-617-667-7000

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

Brigham & Women's Hospital
75 Francis Street, Boston, MA
1-800-294-9999

Massachusetts General Hospital

55 Fruit Street, Boston, MA
1-617-726-2000

Massachusetts law requires medical personnel to report to law enforcement when an individual seeks medical treatment related to sexual assault. This report does not include the patient's name, address, or other identifying information. The report does include a general location of where the assault occurred, if known by medical personnel. For additional information see <https://www.mass.gov/info-details/section-iii-mandatory-reporting#mandated-reporting-for-m-a-sanes->.

C. CONFIDENTIAL RESOURCES

NEC recognizes there are individual and societal barriers to reporting and not every individual who experiences sex discrimination, including, without limitation, sex-based harassment or sexual misconduct will choose to report to NEC. The Conservatory offers confidential resources for those individuals who are seeking support and information about their options, but who are not ready to, or do not want to, report the situation to the Title IX Coordinator or to another NEC employee who is required to share information with NEC's Title IX Coordinator. Discussing sexual misconduct with a confidential resource will also not result in a report to law enforcement, state agency, or other relevant third parties unless the report concerns abuse of minors (under the age of 18), abuse by a caregiver, an individual is at risk of imminent harm to self or others (e.g. homicidal ideation or suicidal ideation), in which case notification, including to law enforcement or a state agency may be required.

NEC Confidential Resource (Students and Employees) -

NEC has designated the following individual as a confidential resource under this Policy, when acting within the scope of their confidential duties:

Monique Van Willingham, Director of Cultural Equity and Belonging
monique.vanwillingham@necmusic.edu; 617-585-1749

Director Van Willingham can provide students and employees with information on how to contact NEC's Title IX Coordinator, how to make a complaint of sex discrimination, and provide information on the Title IX Coordinator's ability to offer and coordinate supportive measures, as well as initiate an informal resolution process or an investigation under the NEC's grievance procedures.

All employees other than confidential or designated confidential resources are expected to report any information they receive that could constitute sex discrimination or otherwise implicate the Policy.

External Confidential Resource (Students and Employees) -

The Boston Area Rape Crisis Center (BARCC) also offers confidential services to NEC students and employees. BARCC provides advocacy and assistance in working with local police, hospitals, legal services, and campus offices. BARCC advocates are not required to make a report to NEC.

Detailed information about BARCC's services, including a 24-hour phone hotline (800-841-8371) and a web chat hotline can be accessed here: <https://barcc.org/information/contact/>.

There are some circumstances in which Confidential Resources may have reporting or other obligations under applicable law, including, without limitation: making reports to governmental agencies in situations involving abuse of minors, including abuse by a caregiver; a requirement to provide testimony in response to a subpoena or court order; or notifying relevant parties when an individual is at risk of imminent harm to self or others.

NEC students and employees also may access confidential counseling and medical services:

NEC Counseling Center (Students): The Counseling Center provides students with access to non-emergency medical care and/or counseling appointments. The Counseling Center can be contacted at 617-585-1284. The counselors of the Counseling Center are bound by professionally and legally recognized confidentiality requirements that prohibit the release of information without an individual's express written consent except as required by law.

Employee Assistance Program (Employees): Staff and faculty can access referrals to medical, counseling, and additional forms of support through NEC's confidential third-party Employee Assistance Program (EAP), *Employee Connect*, by calling 1-888-628-4824 or by visiting www.GuidanceResources.com. Additional information on *Employee Connect* is posted on ADP. Employees can also contact Human Resources with any questions about the EAP.

External Confidential Resource - Tufts Medical Center's Collegiate Center for Wellness

(Students): Tufts Medical Center's Collegiate Center for Wellness (CCW) offers student access to a wide range of medical needs, as well as counseling and support for reproductive health. To schedule an appointment or inquire about services, call 617-636-6006 and select option #4 for Tufts University. Both in person and telehealth options are available and most appointments are offered same day or within 1 business day. Location: Floating building 3rd floor, Tufts Medical Center; Hours: Monday-Friday, 9am-5pm, <https://medicine.tufts.edu/student-life/wellness/health-mental-health-resource>.

D. ADDITIONAL COMMUNITY RESOURCES

There are various organizations that provide crisis intervention, counseling, and medical services, as well as assistance with navigating the criminal/civil legal system. Members of the NEC community are encouraged to use the resources that are suited to their needs, whether on or off campus. Some resources in the local Boston area include:

COMMUNITY RESOURCES

- Casa Myrna: Serves survivors of relationship violence. Advocates are bilingual in English and Spanish. Safelink Domestic Violence 24-Hour Helpline:
 - 877-785-2020
 - <https://casamyrna.org/get-support/safelink>

- Asian Task Force (ATASK): Serves survivors of domestic violence; 24-hour Multilingual Helpline:
 - 617-338-2355
 - <http://www.atask.org/site/>
- Fenway Community Health Violence Recovery Program VRP): Specialize in working with LGBTQI community.
 - 617-927-6250 or 800-834-3242
 - <https://fenwayhealth.org/care/behavioral-health/violence-recovery/>

ADMINISTRATIVE AGENCY RESOURCES

- Massachusetts Commission Against Discrimination (MCAD)
 - 617-994-6000
 - <https://www.mass.gov/orgs/massachusetts-commission-against-discrimination>
 - The MCAD enforces certain Massachusetts laws prohibiting sex discrimination and sexual harassment.
- Equal Employment Opportunity Commission (EEOC)
 - 800-669-4000
 - <https://www.eeoc.gov/field-office/boston/location>
 - The EEOC enforces federal law prohibiting sexual discrimination and sexual harassment in the workplace.
- U.S. Department of Education, Office for Civil Rights (OCR)
 - 617-289-0111
 - <https://www2.ed.gov/about/offices/list/ocr/index.html>
 - OCR enforces federal laws prohibiting discrimination against students, including Title IX.