

HAMPSHIRE COLLEGE

ANNUAL CAMPUS SAFETY AND FIRE SAFETY REPORT
Calendar Year 2024



Hampshire College

Important Safety and Wellbeing Resources

Campus Safety and Wellbeing – Dispatch Office

Emergency Line: 413.559.5555 (Ambulance, fire, police, and hazardous conditions)

Non-Emergency Line: 413.559.5424 (For non-emergency, holiday, weekend, and after-hours calls)

Email: csw@hampshire.edu

Hours: Open 24/7, 365 days a year

Location: Ground floor of the Harold Johnson Library

Physical Address: 25 Kendall Drive, Amherst, MA 01002

Campus Safety and Wellbeing - Administrative Office

Phone Number:

Services: OneCard, Bike Registration, Vehicle Registration, Credential Driving, and Vehicle Reservations

Email: csw@hampshire.edu

Hours: Open Monday–Fridays from 8:30 a.m.–4:30 p.m. and closed daily noon-1 p.m

Location: Ground floor of the Harold Johnson Library

Physical Address: 25 Kendall Drive, Amherst, MA 01002

Hampshire College Emergency Notification System – RAVE Alerts

Be sure to enroll in Hampshire College’s emergency alert system to receive essential notifications and updates via text, email, and phone calls.

For more information click here: <https://www.hampshire.edu/student-life/campus-safety-and-wellbeing/campus-emergencies/hcens>

Hampshire College Community Emergency Response Handbook

Emergencies can happen anytime and anywhere, and the College’s utmost priority in such situations is the health, safety, and well-being of every member of the community. The HC Community Emergency Response Handbook is located on our website. This booklet provides you with a reference guide for immediate steps to take if various crises occur.

For more information click here: <https://www.hampshire.edu/student-life/campus-safety-and-wellbeing>

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Welcome to Hampshire College

Welcome to the Hampshire College community! We're excited to support you on your unique journey here. Whether you are a student, faculty, staff, visitor, prospective student, or alumni, Campus Safety and Wellbeing at Hampshire welcomes you to our campus.

In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, we want to share important crime statistics and policies with you. We believe that transparency fosters a safer community, and we're committed to making this information readily accessible.

The responsibility does not lie solely with Campus Safety and Wellbeing. Your engagement is essential in creating a secure environment. Safety is a shared responsibility, and every member of our community plays a vital role in crime prevention. By following our safety practices and being vigilant about reporting any suspicious or criminal behavior, you help protect not just yourself, but everyone around you. At Hampshire we believe in the power of community care to promote a safer and more inclusive campus environment.

While the potential for crime exists, you can take proactive steps to minimize your risk and the risk to our community at Hampshire. By staying informed and following the guidelines outlined in this document, we can work together to create a safer Hampshire College for all.

About the Annual Security Report and the Clery Act

This report has been prepared to comply with the Jeanne Clery Disclosure of Campus Safety and Wellbeing Policy and Crime Statistics Act. This document is available virtually online at the Campus Safety and Wellbeing website.

This report is prepared in cooperation with the local law enforcement agencies surrounding our main campus such as Amherst Police Department and non-campus property sites, the Division of Justice, Equity, and Antiracism, Title IX, Residence Life, Student Success and Student Engagement, Campus Safety and Wellbeing, and Counseling and Health Services.

Campus crime, arrest and referral statistics include those reported to the Campus Safety and Wellbeing Office, designated campus officials (including but not limited

to directors, deans, department heads, etc.) and to local law enforcement agencies.

Statement of Non-Discrimination

Hampshire College reaffirms its commitment to a policy of equal opportunity in education and employment.

Hampshire College does not discriminate on the basis of race, age, sex, sexual orientation, gender, gender identity, gender expression, genetic information, religion, national origin, disability, previous military service or any other protected category in the admission of students, employment, access or treatment in its programs and activities or the administration of its educational and employment policies. Discrimination or harassment on the basis of these factors is in direct conflict with the mission of the College and strictly prohibited. Hampshire College is strongly committed to building an inclusive environment and will not tolerate any actions of any individual or group that violate this policy.

Hampshire College is an Equal Opportunity Employer. All applicable federal and state laws and guidelines are followed, including Title VI and VII of the Civil Rights Act of 1964; Executive Order 11246 of 1965, as amended by Executive Order 11357 of 1967; Title IX of the Educational Amendments Act of 1972; Section 504 of the Rehabilitation Act of 1973, as amended; and the Americans with Disabilities Act of 1990.

Statement on Bias-Based Profiling

It is Hampshire College's policy that, except in "suspect specific incidents," Campus Safety and Wellbeing staff are prohibited from considering the race, gender, national or ethnic origin, sexual orientation, or disability of members of the public in deciding to detain a person.

Campus Safety and Wellbeing Overview and Mission

Campus Safety and Wellbeing at Hampshire College is open 24 hours a day and 365 days a year. CSW is a 24/7 operation that serves all members of the Hampshire College community. Hampshire College is staffed by 2 Directors of Campus Safety and Wellbeing, 4 Campus Safety Assistants, and 4 Health and Wellbeing Advocates. Campus Safety and Wellbeing is not a sworn police department, but instead functions under a community responder model.

Campus Safety and Wellbeing at Hampshire College, an office in the Justice, Equity, and Antiracism Division, is dedicated to creating a safe, inclusive, and supportive environment for all students, faculty, staff, and visitors. We prioritize both the physical and emotional wellbeing of our community, ensuring that everyone feels valued and protected.

Our mission is to support the learning, teaching, and work of the entire community by protecting life and property and providing services to students, faculty, staff, and visitors. Campus Safety and Wellbeing (CSW) is committed to community safeguarding, and respects and protects the civil rights of all individuals, with strict adherence to the principles of accountability and transparency. We are united in our commitment to address social injustice and quality of life issues by engaging one another in problem-solving partnerships.

Campus Safety and Wellbeing History

The Campus Safety and Wellbeing office was created after a year-long assessment of the safety needs of our campus and instituted on January 1, 2019. The office practices community safeguarding that focuses on fostering personal relationships and working closely with everyone on campus as partners in safety and wellbeing.

Open 24 hours a day, 7 days a week, 365 days a year, the office delivers the following essential services to students, staff, faculty and visitors:

- responding to medical, mental health, and fire emergencies,
- responding to accidents, or other calls for vehicular assistance,
- securing and providing access to buildings,
- monitoring events and providing crowd control,
- registering vehicles, overseeing compliance with parking regulations, and
- responding to and investigating reports of threats or crimes against people or property.

Campus Safety and Wellbeing is not a sworn police force, does not have the power to arrest, and instead utilizes the Amherst and Hadley Police Departments when necessary for serious infractions. The office is committed to hiring and promoting talented Campus Safety Assistants (hereafter, Assistants) and Health and Wellbeing Advocates (hereafter, Advocates), employing the highest standards of accountability, performance, progressive safeguarding strategies as well as

reflecting the institutional values of Hampshire College.

Campus safeguarding strategies and programs are driven by accurate, timely and reliable information and sustained through the office's engagement of all members of our colleges' diverse populations and organizations.

The office seeks to make its policies and operations as transparent as possible. When there are complaints involving the Campus Safety and Wellbeing office, both the community members and the Assistants/Advocates are best served by a system of accountability that is expeditious and fair to all involved.

Campus Security Authorities

A campus security authority (CSA) is a Campus Safety and Wellbeing team member or other officials with significant responsibility for campus and student activities. A CSA has responsibilities under Clery to report information for timely warnings and crime statistics. At Hampshire College, other than the Campus Safety and Wellbeing staff (i.e., Directors, Assistants, and Advocates) include the Justice, Equity, and Antiracism staff, Academic Affairs staff, Title IX team members, the Outdoor Programs, Recreation, and Athletics staff, Residence Life staff, Student Success and Student Engagement staff, Resident Advisors, Faculty and Staff Advisors to student groups, and anyone who is identified as a person to whom crimes should be reported or with significant responsibility for student and campus activities (see full list below).

The four specific categories are as follows:

- A campus police department and/or a campus security department of an institution.
- Any individual who has or individuals who have responsibility for campus security, but who do not constitute a campus police department or a campus security department (e.g., an individual who is responsible for monitoring the entrance into institutional property).
- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees

should report criminal offenses.

- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings.

Designated "Campus Safety Authorities" are defined in the Clery Act as *"any individual who has responsibility for campus safety but who does not constitute a Campus Safety and Wellbeing staff member, or who has significant responsibility for student and campus activities."*

This includes, but is not limited to the following individuals:

- Justice, Equity, and Antiracism staff
- Residence Life staff
- Student Success and Engagement staff
- Resident Advisors
- Title IX Coordinator and Deputy Coordinator
- Director of Athletics and Coaches
- Study Abroad Coordinators
- Field Study Coordinators
- Students and employees monitoring building entrances and events
- Faculty and staff advisors to student groups and organizations
- Directors of Health and Counseling Services
- Other program directors

Responsibilities of Campus Security Authorities

A Campus Security Authority is not always required to disclose to Campus Safety and Wellbeing confidential information concerning an incident, such as information that would identify a victim of a crime who wishes their identity to remain confidential. However, the crime must be reported to Campus Safety and Wellbeing immediately. Keep in mind that Campus Security Authorities may also be responsible employees and, under Title IX and the Violence Against Women Act (VAWA), may be required to provide more information than is otherwise required in their role as a Campus Security Authority.

Professional and pastoral counselors are explicitly not campus safety authorities,

which means they are exempt from the requirement to report crimes to Campus Safety and Wellbeing when that information is received by them while they are acting in that pastoral or counseling role. However, they are encouraged to provide non-identifying information to allow for inclusion in the annual crime statistics when it will not sacrifice victim confidentiality.

Campus Crime Statistics and Reporting Policies

Preventing crime and protecting life and property on campus are priorities. To maintain and provide accurate information, under the federal Crime Awareness and Campus Security Act of 1992, amended, and Massachusetts General Law Chapter 6, Section 168C, the Campus Safety and Wellbeing department documents reports of crimes that occur on campus according to the Federal Bureau of Investigation Uniform Crime Reporting (NIBRS edition) Hate Crime Data collection guidelines and standards.

These statistics are gathered from Campus Safety and Wellbeing reports, from Campus Safety Authorities, and from police departments with jurisdiction over public property immediately surrounding the campus and from those having jurisdiction for non-campus property. The statistics are collated by Campus Safety and Wellbeing and reviewed for inclusion in this annual report. Statistics must be shared with Campus Safety and Wellbeing immediately when a crime reported to a Campus Safety authority represents a threat to the community or portion thereof (See Campus Safety Authorities above.)

The Campus Safety and Wellbeing department is the campus agency required to compile Clery Act crime statistics for incidents reported on campus. The department annually submits its Clery Crime data to the Department of Education website. Data from our institution and others throughout the U.S. are available online at <http://ope.ed.gov/security/>.

A copy of these statistics, which are contained in the annual safety report, are available on the Campus Safety and Wellbeing office's website at:

<https://www.hampshire.edu/student-life/campus-safety-and-wellbeing>

Confidential Reporting Policy

A Campus Security Authority (see previous section) is not required to disclose to Campus Safety and Wellbeing confidential information concerning an incident, such

as information that would identify a victim of a crime who wishes for their identity to remain confidential. However, the crime must be reported to Campus Safety and Wellbeing as a statistic only.

The Clery Act prescribes how the College collects and reports crime statistics and provides for confidential reporting of criminal incidents. Other laws and regulations mandate the College act to prevent sexual harassment, sexual assault, and other criminal acts. In those cases, the College will attempt to respect an individual's desire for confidentiality and will work to maintain the privacy of the individual to the degree possible. However, the College may be legally required to act depending on the nature of the grievance or complaint and may not be able to honor the request for confidentiality. The individual will be informed if, in the course of satisfying this obligation, the College may be unable to comply with the request for confidentiality.

The College has a policy of accepting third-party anonymous reports of crimes on campus which can be reported to Campus Safety and Wellbeing, Title IX Coordinator and Deputy Coordinator, and Health and Counseling Services (students). The statistics are forwarded to Campus Safety and Wellbeing for inclusion in the annual Safety report. Remember that all employees, except where confidentiality is governed by law, should report to Campus Safety and Wellbeing any crime brought to their attention. The survivor's name is not required. This allows Campus Safety and Wellbeing to keep accurate records of incidents involving members of the community, to include those statistics in our annual safety report, and to alert the community of potential danger.

- Although the College recognizes the importance of confidentiality, federal law requires us to record and act upon certain information affecting the safety of the entire community. This includes, where necessary, the sharing of elements of crimes reported on campus to Campus Safety and Wellbeing when a community notification must be sent concerning any ongoing threat to members of the community. Details revealing the identity of a reporter choosing not to go to Campus Safety and Wellbeing will be withheld.
- The Campus Safety and Wellbeing department operates under federal and Massachusetts general laws and has statutory requirements imposed for confidentiality, privacy, and public disclosure of investigatory material. As a general matter of law, the department must acknowledge that an alleged crime has been reported and release basic information about location and time of occurrence. Disclosure of this information is done as carefully as possible to protect the victim's

privacy.

- The names of survivors of sexual assault, dating and domestic violence, and stalking will be maintained in confidence except as required by law.

Campus Safety and Wellbeing's Enforcement Authority

Back-up Aid and External Support

The Campus Safety and Wellbeing department has back-up aid from and telephone contact with the Amherst Police Department. Campus Safety and Wellbeing handles most incidents that occur on Hampshire College property. Amherst Police may be notified of any criminal incidents that occur on campus.

Under Massachusetts law, the State Police are notified of any death on campus and can have jurisdiction over any criminal incident that occurs on campus. Generally, the Amherst Fire Department responds to fire and medical emergencies as a supplement to Campus Safety and Wellbeing services.

Crimes in or on Non-Campus Buildings or Property

Statistics reported in the "on-campus" category include those crimes occurring on property owned or controlled by the campus that is within the contiguous geographic area of the campus. The College does not recognize any student organizations that control or own any buildings or property off campus. Reported crime statistics include incidents occurring at non-campus property (property owned or operated by the College but not within the main campus' contiguous borders). This includes the President's House.

How to Report a Crime or Emergency

The College strongly encourages every member of the community—faculty, staff,

students, and visitors—to report any crime accurately and promptly. To report a crime or emergency on campus, members of the community should call the Campus Safety and Wellbeing office. Professionally trained Assistants and Advocates are available for emergency response 24 hours a day, seven days a week, 365 days a year. To report a crime off campus, dial 911 in most areas in the U.S.

Reporting an Emergency

- Dial 911 from a campus phone (small delay from campus office phones, so please wait for the ring.)
- To reach Campus Safety and Wellbeing (CSW) Dial 413.559.5424 from a cell phone or x5424 from a campus phone
- Activate a blue-light phone

Call Campus Safety and Wellbeing if you see...

- Suspicious behavior in or around a residence hall or other building – people looking in windows, trying to open windows, trying to access doors they do not have access to, etc.
- Anyone trying to open car doors or tampering with a motor vehicle.
- Vehicles parked with the motor running.
- Damaged doors or windows in residence halls or other buildings.
- Loiterers in dark or secluded areas.
- A vehicle parked in an odd location.
- Unattended packages or luggage.
- An open window or door that is usually closed.
- Individuals asking detailed questions about a building's operations.
- Individuals asked detailed questions about security procedures.
- Individuals asking detailed questions about personnel shifts that go beyond general curiosity.
- Individuals showing unusual interest in campus facilities or buildings, such as extended loitering, taking notes or measurements, using binoculars or video cameras, or sketching floor plans.
- Someone peering into windows.
- Someone displaying a weapon.

Call Campus Safety and Wellbeing if you hear...

- Someone is screaming.
- Breaking glass.
- A stranger trying to enter your building.
- A call for police or for help.
- Loud or obscene shouting indicating a disturbance.
- An explosion or gunshots.

If you notify Campus Safety and Wellbeing, the staff will send assistance (and ambulances, if necessary) to any section of the campus. Please try to have the following information:

- What you see or hear.
- The address or location of the incident.
- The number of people involved.
- A description of the people involved or photos/video you may have taken of the incident.
- License numbers and descriptions of cars involved.
- The direction of fleeing suspects.
- Your name and address (if you wish to share it).

The behaviors listed above are non-exhaustive examples. Similarly, you do not have to have every piece of information listed above before contacting Campus Safety and Wellbeing. All the information in this section is designated to be a helpful guide. When in doubt, please contact Campus Safety and Wellbeing with your concerns.

Sexual Assault, Domestic Violence, Dating Violence, and Stalking

Hampshire College prohibits all forms of sexual misconduct, including sexual assault, sexual exploitation, and sexual or gender-based harassment; relationship violence (also known as dating violence, domestic violence or intimate partner violence); stalking; complicity; and retaliation.

Sexual Assault

Sexual Assault is prohibited by state and federal laws as well as by College policy. It is crucial that survivors report crimes of sexual assault so that offenders can be apprehended and prevented from repeating their actions.

Sexual Assault Under Massachusetts Law and the Clery Act

The Clery Act, as amended by the reauthorization of the VAWA Act, organizes sexual assault into four categories: rape, forcible fondling (called indecent assault and battery in Massachusetts), incest, and statutory rape. Sexual assault is any sexual act directed against another person, without the consent of the survivor, including instances where the victim is incapable of giving consent, and includes:

Rape

The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration of a sex organ by another person, without the consent of the victim. This offense includes the rape of males, females and otherwise self-identified.

Forcible Fondling

The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.

Incest

Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape

Sexual intercourse with a person who is under the statutory age of consent (16 in Massachusetts.)

There is no crime called "sexual assault" in Massachusetts. Rather, Massachusetts uses the terms "rape" and "indecent assault and battery."

Rape is defined as a crime under Massachusetts law (M.G.L c.265 § 22) as having sexual intercourse or unnatural sexual intercourse with a person and compelling such person to submit by force and against his or her will or compelling such person to submit by threat of bodily injury.

Indecent assault and battery are defined as a crime under Massachusetts law (M.G.L c.265 § 13H) as intentionally having physical contact of a sexual nature with another person, such as the indecent touching of another person's private parts. Please note that the state law definitions may differ from the definitions that Hampshire uses in its Title IX Policy, which applies to Hampshire's internal processing of complaints.

What is Consent?

Consent is not specifically defined under Massachusetts law. However, Massachusetts law (M.G.L. c, 265, Section 13H) provides that children under 16 and persons who are incapacitated or intoxicated, asleep or mentally impaired, can never give consent.

Hampshire's Title IX Policy defines Consent as:

- Informed (knowing)
- Voluntary (freely given)
- Active (not passive), meaning that, through the demonstration of clear words or actions, a person has indicated permission to engage in mutually agreed-upon sexual activity,

Consent cannot be obtained by force. Force includes (i) the use of physical violence, (ii) threats, (iii) intimidation, and/or (iv) coercion. Consent cannot be gained by taking advantage of the incapacitation of another, where the person initiating sexual activity knew or reasonably should have known that the other was incapacitated.

The College offers the following guidance on Consent:

A person who wants to engage in a specific sex-based activity is responsible for obtaining consent for that activity. Lack of protest, lack of resistance, silence and/or passivity do not constitute consent. Relying solely on non-verbal communication before or during sexual activity can lead to misunderstanding and may result in a

violation of this policy.

It is important to not make assumptions about whether a potential partner is consenting. In order to avoid confusion or ambiguity, participants are encouraged to talk with one another before engaging in sexual activity. If confusion or ambiguity arises during sexual activity, participants should stop and clarify a mutual willingness to continue that activity.

Consent to one form of sexual activity does not, by itself, constitute consent to another form of sexual activity. In addition, consent to sexual activity on a prior occasion does not, by itself, constitute consent to future sex-based activity. In cases of prior or ongoing relationships, the manner and nature of prior communications between the parties and the context of the relationship may have a bearing on evaluating the presence of consent, but any sex-based activity must still be mutually agreed-upon.

Consent may be withdrawn at any time.

An individual who seeks to withdraw consent should communicate, through clear words or actions, a decision to cease the sexual activity. Once consent is withdrawn, the sexual activity must cease immediately.

Incapacity

A person who is incapacitated is unable, temporarily or permanently, to give consent because of mental or physical helplessness, sleep, unconsciousness, or lack of awareness that sexual activity is taking place. Mentally helpless means a person is incapable of appraising or controlling one's own conduct. Physically helpless means a person is physically unable to communicate willingness or unwillingness to an act. A person may be incapacitated as a result of the consumption of alcohol or other drugs, even where voluntary, or due to a temporary or permanent physical or mental health condition.

Incapacitation is an extreme form of intoxication. Incapacitation can also be caused by certain medical conditions. A person is not necessarily incapacitated merely as a result of ingesting alcohol or other drugs. The impact of alcohol and other drugs varies from person to person; each individual may have a different level of tolerance or metabolism.

One is not expected to be a medical expert in assessing incapacitation. Instead, one must look for the common and obvious warning signs that show that a person may be incapacitated or approaching incapacitation.

A person's level of intoxication can change rapidly, and a person can reach incapacitation within a short time span. Although every individual may manifest signs of incapacitation differently, typical signs include slurred or incomprehensible speech, unsteady gait, combativeness, emotional volatility, vomiting, or incontinence.

A person who is incapacitated may not be able to understand some or all of the following questions: "Do you know where you are?" "Do you know how you got here?" "Do you know what is happening?" "Do you know who you are with?"

The introduction of alcohol or other drugs may create ambiguity for all involved as to whether Consent has been sought or given. If one has doubts about either party's level of intoxication, the safe thing to do is to forego all sex-based activity.

Being impaired by alcohol or other drugs is not a defense for any violation of Hampshire's policies.

Support for Survivors from Campus Safety and Wellbeing

The Campus Safety and Wellbeing office has Campus Safety Assistants and Health and Wellbeing Advocates who have received specialized training in handling such offenses. Support resources include:

- Campus Safety and Wellbeing staff will assist survivors by providing or obtaining medical assistance for any injuries, and serving as a liaison with local law enforcement.
- College personnel, including the Justice, Equity, and Antiracism staff, Residence Life staff, Student Success and Engagement staff, Title IX Coordinator and Deputy Coordinator, and Campus Safety and Wellbeing staff will assist survivors in notifying appropriate law enforcement authorities upon request.
- College staff will also advise survivors of their rights to counseling and other services offered by the College and the community.

Survivors are involved in all decisions about proceeding with criminal charges. If the

survivor of a rape or sexual assault, domestic violence, dating violence, of stalking chooses to proceed in this manner, the Campus Safety and Wellbeing department will provide assistance and guidance and will serve as a liaison with local law enforcement agencies.

Pursuant to Title IX, Hampshire College prohibits sex discrimination, including sexual harassment. Sexual assault is a form of sex-based harassment that violates Title IX; accordingly, anyone who has been sexually assaulted may contact Hampshire's Title IX Coordinator.

Domestic Violence and Dating Violence

Domestic and dating violence can happen to anyone at any time in any type of relationship.

- Campus Safety and Wellbeing is available to assist survivors of on- and off-campus domestic violence.
- Assistants and advocates are trained to respond to survivor's needs, including by helping them obtain information on restraining orders from the courts to prevent further violence.
- If someone is harming you, call Campus Safety and Wellbeing for help. Health and Counseling Services, Justice, Equity, and Antiracism, Residence Life, Student Success and Engagement, Center for Women and Community at UMASS, and the Victim Advocates at the Hampshire District Court are also resources.

What is domestic violence and dating violence as defined by Massachusetts law and the Clery Act?

The Clery Act, as amended by the reauthorization of the VAWA Act, defines domestic violence and dating violence as follows:

Domestic Violence is a felony or misdemeanor crime of violence committed by (a) a current or former spouse or intimate partner of the victim; (b) by a person with whom the victim shares a child in common; (c) by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or partner; (d) by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or (e) by any other person against an adult or youth victim who is protected from that person's acts

under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating Violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on the reporting party's statement and with a consideration of the following factors:

- The length of the relationship
- The type of relationship
- The frequency of interaction between the persons involved in the relationship

For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Massachusetts does not have one state definition of domestic or dating violence. A person suffering abuse from a family or household member may seek a restraining order. Massachusetts law (M.G.L. c.290A) defines "Abuse" as one or more of the following acts between family or household members:

- Attempting to cause or causing physical harm; or
- Placing another in fear of imminent serious physical harm; or
- Causing another to engage involuntarily in sexual relations by force, threat, or duress

The term "family or household members" is defined as those persons who:

- Are or were married to one another; or
- Are or were residing together in the same household; or
- Are or were related by blood or marriage; or
- Who have a child in common regardless of whether they have ever married or lived together; or
- Are or who have been in a substantive dating or engagement relationship, which shall be adjudged by district, probate, or Boston municipal courts considering the following factors: the length of time of the relationship; the type of relationship; the frequency of interaction between the parties; and if the relationship has been terminated by either person, the length of time elapsed since the termination of

the relationship.

Note: Because “Dating violence” is not a specifically-defined crime in Massachusetts statistics in this category are gathered from crimes meeting this Clery Act definition. Please note that the state law definitions may differ from the definitions that Hampshire uses in its Title IX Policy, which applies to Hampshire’s internal processing of complaints.

Stalking and Cyberstalking

Stalking and cyberstalking are behaviors prohibited by college policy and Massachusetts law. The Clery Act, as amended by the reauthorization of the VAWA Act, defines stalking as follows:

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others; or suffer substantial emotional distress.

For purposes of this definition, “course of conduct” means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.

“Reasonable person” means a reasonable person under similar circumstances and with similar identities to the victim. “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

In Massachusetts, stalking is defined as a crime under Massachusetts law (M.G.L. c. 265, Section 43) as a person who (1) willfully and maliciously engaging in a knowing pattern of conduct or series of acts over a period of time directed at a specific person which seriously alarms or annoys that person and would cause a reasonable person to suffer substantial emotional distress, and (2) makes a threat with the intent to place the person in imminent fear of death or bodily injury.

Anyone can be the victim of a stalker, including college students and employees from any economic, ethnic, or religious group. A few victims are picked at random by their stalker, but most stalking victims know their stalker, usually having had

some type of present or past relationship.

The perpetrator can be an intimate partner or former partner, classmate, roommate, or other acquaintance. A victim can be stalked for several days or for many years. The stalker's actions can also affect family, friends, and colleagues. Stalking and criminal harassment can be difficult to distinguish.

- If you or someone you know is experiencing a similar situation, please ask for help.
- If you feel frightened or uncomfortable about someone's specific behavior, pay attention to your instincts! Seek help.
- If you are the victim of a stalker, in addition to getting help, let those close to you know about the situation; maintain logs of contacts received and retain any emails, letters, or communication; take basic steps for safety such as parking in well-lit areas, walking with a friend, etc.

Sexual Violence Prevention

The College is committed to the prevention of sex discrimination, sex-based harassment, and sexual assault, dating violence, domestic violence, and stalking through education and awareness programs. Incoming students and new employees receive primary education and prevention training as part of their orientation, and returning employees and students receive ongoing training and related programs.

The College has designated the Title IX Coordinator and Deputy Title IX Coordinator with oversight of providing education, prevention and training programs as required by Title IX, Clery and VAWA, and Massachusetts state law.

Resources are also available through the Campus Safety and Wellbeing website. The website offers safety information including: locations of blue light call boxes, transportation services, programs and workshops on sexual assault prevention, and general safety tips.

Training on bystander intervention, sex discrimination and sex-based harassment (including sexual assault, dating violence, domestic violence, and stalking), and

College policies and procedures is offered to employees and Resident Advisors. The College is committed to maintaining an education and employment environment free from harassment and discrimination and offers regular and ongoing education and awareness programs.

Reporting Resources

Complaints and inquiries about Title IX or the College's Title IX Policy & Grievance Procedures can be directed to the College's Director of Civil Rights Compliance and Title IX Coordinator or to the U.S. Department of Education, Office for Civil Rights.

Hampshire College has designated a Title IX Coordinator for purposes of its Title IX compliance: Marilu Gamboa, Director of Civil Rights Compliance and Title IX Coordinator, mgJEA@hampshire.edu or TitleIX@hampshire.edu.

Concerns regarding all other forms of discrimination, harassment, or retaliation involving students, employees, or third parties can be directed to:

Marilu Gamboa

Director of Civil Rights Compliance and Title IX Coordinator

413.559.6463

civilrights@hampshire.edu

Warning Signs of Abusive Behavior

Because relationships exist on a spectrum, it can be hard to tell when a behavior crosses the line from healthy to unhealthy or even abusive. Use these warning signs of abuse to determine whether your relationship is going in the wrong direction. If the person you have a relationship with:

- Is checking your cell phone or email without permission
- Is constantly putting you down
- Is extremely jealous or insecure
- Has an explosive temper
- Is isolating you from family or friends
- Is making false accusations
- Has mood swings
- Is physically hurting you in any way
- Is possessive
- Is telling you what to do

See <http://www.loveisrespect.org/> for more information and resources.

Risk Reduction for Sexual Assaults

With no intent to victim-blame and recognizing that only rapists are responsible for rape, the following are some strategies to reduce one's risk of sexual assault or harassment:

- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
- Make sure your cell phone is with you and charged and that you have cash money.
- Isolation is a strategy of some assaulters. Meet new acquaintances in public places you are familiar with.
- When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
- Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
- Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get them to a safe place immediately.
- If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
- If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

- Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.

Reporting Domestic Violence, Dating Violence, Sexual Assault, and Stalking

When an incident involving domestic violence, dating violence, sexual assault, or stalking occurs, report the incident to local police 911 and Campus Safety and Wellbeing 413.559.5424.

Some survivors may not feel comfortable reporting the situation to a Campus Safety and Wellbeing Assistants or Health and Wellbeing Advocates and instead may feel more comfortable reporting the incident to:

- The Title IX Coordinator or Deputy Coordinator
- Residence Life staff members
- Health and Counseling Services (confidential)
- Student Wellness (private resource)

Any of these offices will offer survivors the option to report the crime to the appropriate law enforcement department (on campus and/or local) if the survivor chooses to file a report; however, survivors are not required to report to a police department. Filing a report does not mean the survivor has to press charges, and survivors may decline notifying law enforcement agencies.

Campus Safety and Wellbeing can arrange for investigation and preservation of evidence for a survivor (see Maintaining Evidence below), provide treatment of any injuries, arrange for any further medical treatment, and can assist a survivor with legal remedies.

Other contact and resources that are available:

- For medical assistance on campus, contact: Health Services: Hampshire College Health Services 413.559.5458. Clinic hours are 8:30 a.m. to 4:30 p.m. weekdays. When Health Services is closed during the academic year (nights, weekends, and during vacation periods), students with emergencies may be seen at one of the

locations listed below.

- Law Enforcement: All Hampshire community members have the right to report Sexual Misconduct Violations that may constitute a crime to local law enforcement (“Police”). Police have unique legal authority to seek and execute search warrants, to collect forensic evidence that may have been left at the scene or at other relevant locations, to obtain cell phone and electronic records, and to make an arrest when supported by probable cause to believe a crime has been committed. Police are also able to provide assistance in seeking Emergency Protective Orders (see below).

- o Hampshire College Campus Safety and Wellbeing can be reached by dialing 413.559.5424. Students seeking medical attention at Hampshire College Health Services can ask that police be called on their behalf.

- o Town of Amherst Police can be reached by dialing “911” (for emergencies) or 413.259.3000 (for non-emergencies).

- Crisis Resources (Support and Counseling): All Hampshire community members are urged to seek immediate emotional support after any Sexual Misconduct Violation. There are a number of resources and “hotlines” for crisis counseling, both at the College and in the local community. Some of these resources are able to maintain legally-protected confidentiality. Crisis counselors can provide trauma-informed support and offer information about reporting options.

Confidential College Crisis Resources

Individuals at the below offices may provide confidential counseling and support without disclosing the reported incident to the Title IX coordinator or other employee of the College:

- Hampshire College Health and Counseling Services 413.559.5458
- University of Massachusetts Health Services 413.577.5000

Confidential Community and National Crisis Resources

These individuals may provide confidential counseling and support without disclosing the reported incident to the Title IX Coordinator or other employee of the College:

- Cooley Dickinson Hospital 413.582.2000 (students may receive free transportation provided by Hampshire College Campus Safety and Wellbeing)

- Holyoke Medical Center 413.534.2500
- Baystate Medical Center 413.794.0000
- Center for Women and Community at UMass 24-hour hotline 413.545.0800
- Safe Passage Domestic Violence Program 24-hour hotline 413.586.5066 or 888.345.5282 (toll-free).
- Rape and Incest National Network (RAINN) Hotline (800) 656-4673
<https://rainn.org/>
- Students and employees may also visit their own health and counseling providers.

Private Resources (College Confidential Resource Providers)

These individuals will not disclose the reported incident to the Title IX Coordinator and may be able to maintain the anonymity of the person seeking assistance:

- Carolyn Strycharz, Director of Student Wellness
Email: cakGE@hampshire.edu
Phone Number: 413.559.6857
- Isabelle Grady, Assistant Director of Student Wellness
Email: ibgDC@hampshire.edu
Phone Number: 413.559.

Additional College Support Resources

These individuals will disclose the reported incident and all available details of the report to the Title IX Coordinator but will maintain the privacy of any resources provided:

- Residence Life
Email: housing@hampshire.edu
Phone Number: 413.559.5453
- Resident Advisors and/or professional Residence Life staff who provide student support and programming
- Student Success and Engagement staff
Email: studentsuccess@hampshire.edu

College Support for Survivors

The College provides assistance to survivors of sexual assault, domestic violence, dating violence, and stalking. Interim measures may be put in place before the end of a campus or criminal proceeding if necessary for the protection of the survivor.

Safety Measures

The College will provide written notification to and will work with the survivor to put in place safety measures appropriate to the situation, whether the crime was reported to campus or local police and regardless of whether the incident occurred on or off campus both in the interim from when they notify the college through the conclusion of college or legal action when necessary. These may include, and will be provided when appropriate and reasonably available:

- The College will assist the survivor with notifying campus or local police
- The College will facilitate campus housing or academic changes, as necessary.
- The College will facilitate changes in transportation, as necessary.
- The College will facilitate changes in working conditions, as necessary.
- The College will issue campus Intentional Avoidance Notices, as requested.
- The Campus Safety and Wellbeing office will issue Trespass Notices, as necessary.
- The College will assist survivors in obtaining harassment prevention or domestic violence prevention orders through the local court under Massachusetts General Laws Ch. 258E or 209A.

Campus and Court Orders

Campus Safety and Wellbeing and Student Success and Engagement team members can assist survivors in obtaining protections:

- *Intentional Avoidance Notice /formerly, Campus No-Contact Directive*: Issued by the Student Success and Engagement team members to limit interactions and contact between students.
- *Restraining Order*: Issued by the courts ordering the respondent to refrain from abusing or contacting a complainant. Issued when the court determines a domestic relationship. The courts have Victim Advocates that can assist survivors with the court process and to establish appropriate protections.
- *Harassment Prevention Order*: Issued by the courts ordering the respondent to refrain from contacting or harassing the complainant. Can be an option in dating violence and stalking situations as well as sexual assault situations where no long-term relationship exists between the respondent and complainant.

Housing, Academic, and Other Campus Changes

The College will provide written notification to and will change a survivor's or respondent's academic, living, transportation, or workplace situation after an alleged offense if the survivor requests such assistance and if such changes are reasonably available.

Requests for these changes are coordinated through the Title IX Coordinator and the Student Success and Engagement office for students, or through the Title IX Coordinator and the Human Resources office for workplace situations.

The College will maintain as confidential any accommodations or protective measures provided to a survivor, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures and as consistent with the College's policies.

Assistance with Connecting to External Resources

Campus Safety and Wellbeing, the Title IX Coordinator, the Deputy Title IX Coordinator, and the Senior Director for Student Success and Engagement will assist survivors (students and employees) in notifying and connecting with external resources, including the local police department, state police department, or personnel from the District Attorney's Office, including Safe Plan and survivor/witness staff only if the survivor wishes to utilize those services. The survivor has the right to decline notifying law enforcement; a decision to utilize law enforcement or to decline to utilize law enforcement will not impact the College's obligations under Title IX and its own policies.

Confidential, sensitive care, examination, and treatment are available for students at Health Services; students and employees can receive 24-hour care at local hospitals or other medical facilities. Campus Safety and Wellbeing can assist a survivor or friend in determining options.

Maintaining Evidence in Cases of Sexual Assault, Domestic Violence, Dating Violence, and Stalking

An important part of the criminal investigation is the collection of physical evidence.

- Survivors of sexual assault should go to Cooley Dickinson hospital as soon as possible after the incident (without showering, douching, or changing first, although they should bring a change of clothes if possible).
 - o Specially-trained Sexual Assault Nurse Examiners (SANE) will provide treatment and collect evidence that can be used later. If you choose to go forward with charges in the future, the hospital can then, with your permission, share your name with law enforcement.
- Survivors of sexual assault, domestic violence, dating violence, or stalking should seek treatment through Health Services or a local hospital.
- Campus Safety and Wellbeing Assistants/Advocates can assist with triage and can request transportation to on- or off-campus health resources.
- Any evidence collected by police or SANE nurses will be used only if the survivor chooses to prosecute.
- Preserve any text messages or other electronic or voice evidence. Provide investigators with any photos, items sent by the perpetrator, etc.

College Disciplinary Procedures for Dating Violence, Domestic Violence, Sexual Assault, and Stalking

From August 14, 2020 through July 30, 2024, the College had two applicable policies: Title IX Grievance Policy, in compliance with the 2020 Title IX regulations effective August 14, 2020 and the Sexual Misconduct, Relationship Violence, and

Stalking Policy.

These policies were established to assure a fair and impartial process in the investigation and adjudication of sexual harassment cases, including cases involving sexual assault, stalking, dating violence, and domestic violence, consistent with the 2020 Title IX regulations and Massachusetts' 2021 Campus Sexual Assault Law, as well as VAWA, the Clery Act, and Title VII of the Civil Rights Act of 1964 and applicable state laws.

Title IX Grievance Policy

The Title IX Grievance Policy applied to "covered sexual harassment" as defined by Title IX as:

1. An employee conditioning educational benefits on participation in unwelcome sexual conduct (i.e., quid pro quo);
2. Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the educational institution's education program or activity;
3. Sexual assault (as defined in the Clery Act), which includes any sexual act directed against another person, without the consent of the victim including instances where the victim is incapable of giving consent;
4. Dating violence (as defined in the Violence Against Women Act (VAWA) amendments to the Clery Act), which includes any violence committed by a person: (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship; (ii) The type of relationship; (iii) The frequency of interaction between the persons involved in the relationship.
5. Domestic violence (as defined in the VAWA amendments to the Clery Act), which includes any felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under Massachusetts domestic or family violence laws or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Massachusetts.
6. Stalking (as defined in the VAWA amendments to the Clery Act), meaning engaging in a course of conduct directed at a specific person that would cause a

reasonable person to (A) fear for their safety or the safety of others, or (B) suffer substantial emotional distress.

The Title IX Grievance Policy only applied to conduct alleged to have occurred between August 14, 2020 through July 31, 2024 that occurred in the United States and that occurred in Hampshire College's education program or activity.

The Title IX Grievance Policy applied to conduct occurring within Hampshire College's "education program or activity," meaning (1) any on-campus premises; (2) any off-campus premises that Hampshire College has substantial control over. This includes buildings or property owned or controlled by a recognized student organization; (3) activity occurring within computer and internet networks, digital platforms, and computer hardware or software owned or operated by, or used in the operations of Hampshire College's programs and activities over which Hampshire College has substantial control.

The Title IX Grievance Policy's procedures required a formal complaint signed by the Complainant or initiated by the Title IX Coordinator, an investigation, inspection and review of evidence, the completion of an Investigative Report, and a live hearing with cross-examination by the parties' advisors.

If conduct fell outside the Title IX Grievance Policy, Hampshire College retained authority to investigate and adjudicate the allegations under the Sexual Misconduct, Relationship Violence, and Stalking Policy or other applicable policy.

The Sexual Misconduct, Relationship Violence, and Stalking Policy applied to allegations of sexual assault (including sexual contact and/or sexual intercourse that occurs without consent), sexual exploitation, relationship violence, stalking, sexual or gender-based harassment (including bullying and hazing), complicity, and retaliation that fell outside of the Title IX Grievance Policy.

The Sexual Misconduct, Relationship Violence, and Stalking Policy applied to conduct committed by students, employees, and third parties when: (1) the conduct occurs on Hampshire College premises or other property owned or controlled by the College; (2) the conduct occurs in the context of a Hampshire College employment or education program or activity, regardless of location, including but not limited to Hampshire-sponsored study abroad, research, on-line or internship programs; or (3) the conduct occurs outside the context of a Hampshire

employment or education program or activity, but has continuing adverse effects on or creates a hostile environment for students, employees, or third parties while on College premises or other property owned or controlled by the College, or in any College employment or education program or activity.

The Sexual Misconduct, Relationship Violence, and Stalking Policy's applicable procedures depend on whether the report was made against a Hampshire College student or a Hampshire College employee.

For reports made against a Hampshire College student there is an initial assessment and determination, a formal resolution (with investigation, pre-hearing, hearing, and determination of responsibility and sanctions), notice of outcome, and appeal. There is also an alternative resolution option.

For reports made against a Hampshire College employee, there is an initial assessment and determination, a formal resolution (with investigation and determination of responsibility and sanctions), notice of outcome, and appeal. There is also an alternative resolution option. Regardless of which policy applies, all complaints of sex discrimination, sexual harassment, sexual assault, relationship violence, and stalking should be brought to the attention of the Title IX Office.

All employees at Hampshire College, except for Private Resources and employees considered confidential by law, are required to report to the Title IX Office.

From August 1, 2024 to January 9, 2025, the College has one applicable policy for conduct occurring on or after August 1, 2024: Title IX Policy and Grievance Procedures. This policy was established to assure a fair and impartial process in the investigation and adjudication of sex discrimination cases, including sex-based harassment, sexual assault, stalking, dating violence, and domestic violence, consistent with the 2024 Title IX regulations and Massachusetts' 2021 Campus Sexual Assault Law, as well as VAWA, the Clery Act, and Title VII of the Civil Rights Act of 1964 and applicable state laws. The Title IX Policy and Grievance Procedures applies to Prohibited Conduct, which is defined as:

- *Sex Discrimination*, meaning conduct that excludes a person from participation in, denies them the benefits of or otherwise subjects them to adverse treatment under the College's education program or activity on the basis of their sex, gender, sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and/or gender identity.

- *Sex-Based Harassment*, meaning a form of sex discrimination that means sexual harassment and other harassment based on sex, gender, sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and/or gender identity that encompasses the following categories of conduct, defined as:
 - *Quid Pro Quo Harassment*. An employee, agent, or other person authorized by the College to provide an aid, benefit, or service under the College's education program or activity 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 College's education program or activity (i.e., creates a hostile environment).
 - *Sexual Assault*, including rape, sodomy, sexual assault with an object, fondling, incest, and statutory rape.
 - *Dating Violence*, meaning violence committed by a person: who is or has been in a social relationship of a romantic or intimate nature with the survivor; and where the existence of such a relationship shall be determined based on a consideration of the following factors: (1) the length of the relationship, (2) the type of relationship, and (3) the frequency of interaction between the persons involved in the relationship.
 - *Domestic Violence*, meaning felony or misdemeanor crimes committed by a person who: is a current or former spouse or intimate partner of the survivor under the family or domestic violence laws of Massachusetts or a person similarly situated to a spouse of the victim; is cohabitating or has cohabitated with the victim as a spouse or intimate partner; shares a child in common with the victim; or commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of Massachusetts.
 - *Stalking*, meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to: fear for the person's safety or the safety of others; or suffer substantial emotional distress.
 - *Sexual Exploitation*, as defined in the Policy.
 - *Retaliation*, meaning intimidation, threats, coercion, or discrimination against any person by Hampshire College, a student, or an employee or other person authorized by the College to provide aid, benefit, or service under the College's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX or because the person has reported information, made

a Complaint, testified, assisted, or participated or refused to participate in any manner in any proceeding subject to this Policy and Grievance Procedures. Retaliation includes Peer Retaliation, which means retaliation by a student against another student.

- *Complicity*, meaning any act taken with the purpose of aiding, facilitating, promoting or encouraging the commission of Prohibited Conduct under this Policy by another person.

Prohibited Conduct may violate the Title IX Policy and Grievance Procedures when it occurs (1) on campus; (2) on other property owned or controlled by Hampshire College; (3) in the context of Hampshire College's education programs or activities, including but not limited to employment, classes, Hampshire College-sponsored study abroad programs, research, and online; (4) while off campus when participating in Hampshire College programs, activities, or events; (5) on the premises or property of a Five College Consortium campus and is committed by a Hampshire College student or employee; or (6) outside these contexts, if the conduct allegedly creates a hostile environment pursuant to this Policy on campus or on other property owned or controlled by Hampshire College.

The Title IX Policy and Grievance Procedure's procedures allow for informal resolution, or a complaint, notice, investigation, determination, and appeal. Determination for sex-based harassment complaints involving a student party includes a hearing in front of a decisionmaker with questions asked by the decisionmaker of the parties and any witnesses. Determination for all other complaints is a single investigation and determination by the investigator as the decisionmaker.

Rights of the Complainant and the Respondent

- Both the complainant and the respondent will be notified in writing simultaneously about the outcomes of any complaint (dismissal, determination following a hearing [if applicable, determination following an investigation if applicable], informal resolution), and any sanctions for the respondent and remedies for the complainant, procedures for appealing the results, and to any change as a result of such appeal (if applicable)
- The complainant and the respondent may both appeal the sanctions or accountability measures imposed and will be provided written instructions about how to file an appeal.

- The College will, upon written request, disclose to the alleged survivor of a crime of violence or a non-forcible sex offense the report on the results of any disciplinary proceeding conducted by the college against a student who is the alleged perpetrator of such crime or offense. If the alleged survivor is deceased as a result of the crime or offense, the next of kin of the survivor shall be treated as the alleged victim.
- Both the complainant and the respondent may have an advisor for all meetings, interviews, and hearings.

Title IX Investigations and Police Investigations

The College will not wait for the conclusion of a criminal investigation or criminal proceeding to begin its Title IX investigation and, if needed, will take immediate steps to protect the student in the educational setting by providing supporting measures. For example, the College will not delay conducting its own investigation or taking steps to protect the complainant because it wants to see whether the alleged perpetrator will be found guilty of a crime.

If the complainant or the district attorney chooses to pursue criminal charges against the respondent, the College may need to delay temporarily the fact-finding portion of a Title IX investigation while police are gathering evidence; once notified that the police department has completed its gathering of evidence (not the ultimate outcome of the investigation or the filing of any charges), the College will promptly resume and complete its fact-finding for the Title IX investigation. However, supportive measures, if needed, will be put into place.

Standard of Evidence

The College uses the preponderance of the evidence standard (more likely than not) as the threshold for determining responsibility for a campus violation or conduct issue.

Potential Sanctions

The following is a list of outcomes for those found to have engaged in violations of Hampshire's Title IX policy.

The potential sanctions for a *student respondent* include, but are not limited to:

- Deferred Sanction Statuses
- Disciplinary Probation
- Removal from Campus Housing
- Housing Relocation
- Housing Lottery Restriction
- Intentional Avoidance Notice (formerly, No Contact Order), Restitution, Suspension, and Expulsion.

The potential sanctions for an *employee respondent* include, but are not limited to:

- Warning
- Censure
- Education
- Training
- Removal of Privileges
- Intentional Avoidance Notice
- Suspension
- Termination
- Removal from Campus

Programs on Crime Awareness and Safety

The following is offered either at Hampshire College or within the Five College Consortium:

- Workshops on self-defense
- Crime awareness workshops
- Sex discrimination, sexual harassment, sexual assault, domestic violence, dating violence, and stalking awareness information is included as part of first-year

orientation and throughout the year.

- Training for incoming students and employees.
- Bystander training and consent training for incoming students.
- Title IX Training for all employees
- Title IX Training for incoming and continuing students
- Training for Resident Advisors on crime reporting and enforcing policies
- Safety escort program

Resources for Survivors

The College will provide written notification to students and employees about existing counseling, health, mental health, survivor advocacy, legal assistance, student financial aid, and other services available for victims, both within the institution and in the community. Some of these resources are listed below.

On-Campus Resources

- Campus Safety and Wellbeing staff are available 24 hours a day, seven days a week 413-559-5424
- Health and Counseling Services: 413-559-5458 (confidential)
- Student Success and Engagement: studentsuccess@hampshire.edu
- Title IX Coordinator: titleix@hampshire.edu

Off-Campus Resources

- The Amherst Police Department: 911 or 413-259-3000
- Center for Women and Community, multiple options for counseling available for all genders, 24/7 crisis hotline, 888-337-0800
- Cooley Dickinson Hospital, 24/7 sexual assault nurse exams (SANE): 413-582- 2000
- University of Massachusetts Health Services, sexual assault nurse exams (SANE) free of charge: 413-577-5000
- Safe Passage, hotline, counseling, shelter: 413.586-5066
- Rape and Incest National Network (RAINN), hotline: 800-656-4673
- [Campus Police Victim/Witness Assistance Center at Mount Holyoke](#)
- [Mass Legal Services](#)

- [Mass Legal Help](#)
- [Jane Doe Inc.](#)
- [Northwestern District Attorney's Office](#)

Sexual Offender Registry and Access to Related Information

The federal Campus Sex Crimes Prevention Act requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a state concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice to the state of each institution of higher education in that state at which the person is employed, carries on a vocation, or is a student.

In Massachusetts, convicted sex offenders must register with the state's Sex Offender Registry Board; this includes anyone enrolled at or employed by the College, even if they are registered in their home jurisdiction in one of three categories:

Level 1— considered a low-risk offender,
Level 2—considered a moderate risk offender, and
Level 3—considered a high- risk offender.

Any member of the public who is at least 18 years of age may request sex offender information.

Massachusetts Sex Offender Registry Board

The [Sex Offender Registry Board](#) is the state agency responsible for keeping a database of convicted sex offenders and classifying each offender so that the public

may receive information about dangerous sex offenders who live or work in each community. The goal of the Sex Offender Registry is to educate the public and to prevent further victimization.

Members of our community may also contact the Amherst or Hadley police departments to ask for information on sex offenders in those communities.

National Sex Offender Registry

The [National Sex Offender Registry website](#) is provided as a public service by the U.S. Department of Justice. In using this website, interested members of the public have access to and may search participating state website public information regarding the presence or location of offenders, who, in most cases, have been convicted of sexually violent offenses against adults and children and certain sexual contact and other crimes against victims who are minors. The public can use this website to educate themselves about the possible presence of such offenders in their local communities.

Being an Active Bystander

Regardless of how close to the situation they are, bystanders have the power to stop relationship and sexual violence, insensitivity, and oppression from occurring and to get help for people who have been affected. Understand, we are not advocating that people risk their own safety in order to be an active bystander, though we also believe that the creation of the inclusive campus we want takes all members of the community to be involved in the work of change. Remember, there is a range of actions that are appropriate, depending on the situation.

What can I do if I believe someone is in an unsafe situation?

If the incident involves...	Who can you contact?
Another student	• Residence Life • Student Success and Engagement staff • Campus Safety and Wellbeing • Health and Counseling Center (confidential) • Wellness Center (private resource)
A faculty member	• Academic Dean • Office of the Dean of Faculty
A staff member	• The head of that employee's department or the Director of Human Resources
A visitor/guest	• Campus Safety and Wellbeing • Residence Life • Dial 911 for emergencies

Important Caution

- Do not engage a violent person and endanger your safety; step back and call Campus Safety and Wellbeing to respond.
- For immediate help from police or Campus Safety and Wellbeing dial 911 or 413.559.5424.

Five College Resources

If you are taking courses on another campus, teaching, or visiting another campus within the Five College Consortium, please consider saving these numbers in your phone contacts list in advance.

Five College emergency numbers:

- Hampshire College Campus Safety and Wellbeing: 413.559.5555
- Amherst College Police Department: 413.542.2111
- Mount Holyoke College Public Safety and Service: 413.538.2304
- Smith College Campus Safety Department: 413.585.5555
- University of Massachusetts, Amherst Police Department: 413.545.3111

Municipal Police Departments:

- Amherst Police: 413.259.3000
- Northampton Police: 413.587.1100
- South Hadley Police: 413. 538.8231

Hazing

Hazing Policy

In accordance with the Stop Campus Hazing Act and Massachusetts General Law, c269, § 17, 18, and 19 (below), the College prohibits hazing.

Definitions

Hazing is defined as any action or situation that recklessly or intentionally endangers the mental or physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization operating under sanction of a college.

Hazing includes, but is not limited to, any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of food, liquor, drugs, or other substance, or any other forced physical activity, that could adversely affect the physical health or safety of the individual.

It also includes any activity that subjects the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct that results in extreme embarrassment, or any other forced activity that adversely affects the mental health or dignity of the individual.

Hazing is also defined as any activity against another person that includes a criminal violation of local, state, tribal, or federal law, as well as any activity that induces, causes, or requires another person to perform a duty or task that involves

the criminal violation of local, state, tribal, or federal law.

Any of these activities upon which the initiation or admission into, or affiliation with, a student organization is directly or indirectly conditioned shall be presumed to be a forced activity, the willingness of an individual to participate in such activity notwithstanding.

A student organization is defined as an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

Some ways to tell if an activity is hazing:

- A selected group is singled out for ritual;
- It results in behavior or pictures that you would not share with your parents, coaches, or professors;
- The activity is humiliating, demeaning, intimidating, and exhausting, and/or results in physical or emotional discomfort, involves harassment or ridicule, or which endangers the health or safety of any person whether on or off campus.

Remember: what may seem like harmless "fun" to you may be deeply humiliating to another person.

Reporting

All known instances of hazing must be reported to Campus Safety and Wellbeing as soon as reasonably possible.

Community Standards

Any activity organized by a student group or members of a student group that involves a member in practices that are injurious or potentially injurious to an individual's physical, emotional, or psychological well-being shall be cause for Community Standards review. It shall not matter whether such practices were mandatory or voluntarily entered into by any of the student group members in question, including new and initiated members. A Community Standards review may result in an **informal** or **formal** Community Standards resolution process, as determined by the nature of the reported incident/s.

Massachusetts General Law, c.269, §.17, 18, and 19

Section 17. Whoever is a principal organizer or participant in the crime of hazing, as defined herein, shall be punished by a fine of not more than three thousand dollars or by imprisonment in a house of correction for not more than one year, or both such fine and imprisonment.

The term “hazing” as used in this section and in sections eighteen and nineteen, shall mean any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. Such conduct shall include whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug or other substance, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of any such student or other person, or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation.

Notwithstanding any other provisions of this section to the contrary, consent shall not be available as a defense to any prosecution under this action.

Section 18. Whoever knows that another person is the victim of hazing as defined in section seventeen and is at the scene of such crime shall, to the extent that such person can do so without danger or peril to himself or others, report such crime to an appropriate law enforcement official as soon as reasonably practicable. Whoever fails to report such crime shall be punished by a fine of not more than one thousand dollars.

Section 19. Each institution of secondary education and each public and private institution of post secondary education shall issue to every student group, student team or student organization which is part of such institution or is recognized by the institution or permitted by the institution to use its name or facilities or is known by the institution to exist as an unaffiliated student group, student team or student organization, a copy of this section and sections seventeen and eighteen; provided, however, that an institution’s compliance with this section’s requirements that an institution issue copies of this section and sections seventeen and eighteen to unaffiliated student groups, teams or organizations shall not constitute evidence of the institution’s recognition or endorsement of said unaffiliated student groups, teams or organizations.

Each such group, team or organization shall distribute a copy of this section and

sections seventeen and eighteen to each of its members, plebes, pledges or applicants for membership. It shall be the duty of each such group, team or organization, acting through its designated officer, to deliver annually, to the institution an attested acknowledgement stating that such group, team or organization has received a copy of this section and said sections seventeen and eighteen, that each of its members, plebes, pledges, or applicants has received a copy of sections seventeen and eighteen, and that such group, team or organization understands and agrees to comply with the provisions of this section and sections seventeen and eighteen.

Each institution of secondary education and each public or private institution of post secondary education shall, at least annually, before or at the start of enrollment, deliver to each person who enrolls as a full time student in such institution a copy of this section and sections seventeen and eighteen.

Each institution of secondary education and each public or private institution of post secondary education shall file, at least annually, a report with the board of higher education and in the case of secondary institutions, the board of education, certifying that such institution has complied with its responsibility to inform student groups, teams or organizations and to notify each full time student enrolled by it of the provisions of this section and sections seventeen and eighteen and also certifying that said institution has adopted a disciplinary policy with regard to the organizers and participants of hazing, and that such policy has been set forth with appropriate emphasis in the student handbook or similar means of communicating the institution's policies to its students. The board of higher education and, in the case of secondary institutions, the board of education shall promulgate regulations governing the content and frequency of such reports, and shall forthwith report to the attorney general any such institution which fails to make such report.

Hazing Prevention

Hampshire has partnered with Vector Solutions to provide evidence-based best practices that teach students how to recognize, prevent, and report hazing.

All students and student organizations are expected to follow related regulations from their respective international, national, regional or local organizations and college departments. It is the responsibility of the students and the officers of organizations to be informed of all the regulations and to ensure they are brought to the attention of the rest of the membership.

Clery Act Crimes: 2022-2024

These statistics are compiled from all incidents recorded by Campus Safety and Wellbeing after January 1, 2022 and prior to January 1, 2024, as well as any third-party reports forwarded by other campus officials, as well as any reported to police departments with concurrent jurisdiction over on campus and non-campus College property.

**Crimes reported under "Residential Facilities" must also be included under "On Campus Property."*

Hampshire College Clery Crime Statistics	On-Campus Property			Non-Campus Property			Public Property			*Residential Facility		
	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	1	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	6	3	0	1	0	0	0	0	0	4	3
Fondling	0	3	1	0	0	0	0	0	0	0	3	1
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	1	1	0	0	0	1	0	0	0	0	1
Dating Violence	1	1	1	0	1	0	0	0	0	1	1	1
Stalking	2	0	2	0	0	0	0	0	0	2	0	2
Liquor Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	1	8	13	0	0	0	0	0	1	1	8	13
Drug Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0

Drug Law Violations Referred for Disciplinary Action	5	11	7	0	0	0	0	0	0	5	9	7
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possessions Referred for Disciplinary Action	1	0	0	0	0	0	0	0	0	1	0	0

Notes

- Residential statistics are a subset of the total incidents reported on campus.
- Non-campus property includes: any college-owned property not within the direct jurisdiction of the campus proper.
- Public Property is the area immediately surrounding the campus, including the sidewalk on the campus side, the road, and the sidewalk on the non-campus side of the road.

Unfounded Crimes

In accordance with the Clery Act, the Hampshire College Annual Clery Act Campus Safety and Fire Safety Report reflects any “unfounded” reports. Crimes can only be determined as unfounded by sworn or commissioned law enforcement personnel, and only when the totality of available information specifically indicates that the report is found to be false or baseless. No crimes were unfounded in 2022, 2023, and 2024.

Federal Law Bias Incidents

Colleges are required to report any crimes in the categories above that included any bias toward the victim’s race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability, as well as for the following additional crimes if they have a bias component: larceny (theft), simple assault, intimidation, vandalism and other crimes involving bodily injury.

Year	Location	Number	Category of Bias
2024	On Campus	1	Race-Based Harassment

	Residential Facility	0	
	Non-Campus	0	
	Public Property	0	
2023	On Campus	1	Race-Based Harassment
	Residential Facility	0	
	Non-Campus	0	
	Public Property	1	Race-Based Harassment
2022	On Campus	0	
	Residential Facility	0	
	Non-Campus	0	
	Public Property	0	

Bias Incident Support at Hampshire

In accordance with its educational mission, and as befits an experimenting institution, the College is responsible for ensuring that all members of its community have the ability to learn and work in an environment that is free from intimidation, hostility, or threat. Fulfilling its fundamental teaching and learning mission requires the College to recognize the necessity to protect free inquiry, while it also recognizes that hatred and bias prevent unhindered inquiry. Thus, at the same time that the College promotes and is committed to free inquiry, it is also essential that it provides clear means by which bias incidents can be reported.

Hampshire College strongly encourages any student, staff, or faculty who is subjected to or who witnesses bias incidents occurring on campus to report incidents. This includes incidents at college-sponsored events, or during activities off campus involving Hampshire students, staff, and faculty, or their guests. After such reporting is received, responders will collect information and generate

strategies for communicating with, educating, mediating between the involved parties, and/or devising methods for repairing harm. As appropriate, these actions will be communicated to the larger campus community.

Any retaliation against individuals who report experiencing an alleged bias incident or against individuals who report witnessing such an incident is strictly prohibited and subject to College disciplinary action. Fact-finding on the part of responders, alone, regarding a reported bias incident does not constitute harassment.

More information about Hampshire's Bias Response Team, Support, and Education process can be found here:

<https://www.hampshire.edu/offices/division-justice-equity-and-antiracism/bias-incident-support-education-and-reporting-policy>

Emergency Response

Any life-threatening emergency should be promptly reported to the Amherst Police by dialing 911 or 5424 from a campus phone, or by cell phone dialing 413.559.5424, alerting Campus Safety and Wellbeing of the nature and location of the emergency, and following instructions provided.

Should a campus emergency exist, Campus Safety and Wellbeing will activate the Emergency Response Team, which is composed of senior leaders; the Emergency Response Team will handle initial notifications to the campus community and will convene a full Emergency Response Team appropriate for the emergency. The college has a comprehensive emergency response plan that is activated any time an emergency occurs that will require Emergency Response Team oversight to provide guidance for the College's response.

The College's Emergency Response Team assures appropriate response to any campus emergency. This team is made up of members of Campus Safety and Wellbeing, Facilities and Grounds, Justice, Equity, and Antiracism and other vital staff and meets regularly to plan campus emergency response, to conduct table-top and live drills to prepare for a variety of campus emergencies, assess and evaluate emergency plans and capabilities, and to debrief after any campus emergency.

Hampshire College Community Emergency Response Handbook

Emergencies can happen anytime and anywhere, and the College's utmost priority in such situations is the health, safety, and wellbeing of every member of the community. In collaboration with campus partners, Campus Safety and Wellbeing created a Community Emergency Response Handbook that provides a brief outline of how community members can stay safe during emergencies that occur on the Hampshire campus.

The Hampshire College Community Emergency Response Handbook is located on the Campus Safety and Wellbeing website. This booklet provides you with a reference guide for immediate steps to take if various crises occur. We encourage all community members to review this handbook as a quick reference guide to responding to emergencies that may occur on Hampshire's campus.

To access the handbook click here:

<https://www.hampshire.edu/student-life/campus-safety-and-wellbeing>

Five College Emergency Resources

If you are taking courses on another campus, teaching, or visiting another campus within the Five College Consortium, please consider saving these numbers into your phone in advance.

Five College emergency numbers:

- Hampshire College Campus Safety and Wellbeing: 413.559.5555
- Amherst College Police Department: 413.542.2111
- Mount Holyoke College Public Safety and Service: 413.538.2304
- Smith College Campus Safety Department: 413.585.5555
- University of Massachusetts, Amherst Police Department: 413.545.3111

Municipal Police Departments:

- Amherst Police: 413.259.3000
- Northampton Police: 413.587.1100
- South Hadley Police: 413. 538.8231

Building Evacuation

Any employees, students, visitors, and contractors in a building where the fire alarm is sounding or when directed to do so by emergency officials—regardless of

known or suspected cause—are required to evacuate immediately. Persons evacuating must leave via the closest exit. Any equipment that could cause a fire should be turned off before exiting if it can be done quickly and safely. Exits are posted throughout each building.

If a safe exit is not possible, building occupants should locate an area of refuge or shelter in place and alert emergency personnel of their location and status.

Elevators: Elevators cannot be used by any person as a means of emergency evacuation. Elevators in most buildings are pre-set to return automatically to the bottom floor. Use of an elevator can result in opening on the fire floor, exposure to life-threatening levels of fire or gasses, and being trapped in a malfunctioning elevator.

Assembly: Once outside the building, all occupants should proceed to the designated assembly areas to check in with staff, Campus Safety and Wellbeing or fire fighters.

- Each department is responsible for determining the assembly areas for all buildings that their participants and staff may be using, especially the residential areas.
- These areas should be at least 50 feet away from the building and should leave access for emergency personnel to enter the building.
- The building liaison and/or faculty/instructor will take the roll call and report back to the emergency coordinator.
- Checking/roll call is an important function as town emergency personnel responding to the incident need to determine if anyone is missing and may be in the building.
- If students or employees are missing, do not re-enter the building! Notify emergency response personnel and/or the emergency coordinator and inform them of the missing person's name and last known location.
- Re-entry into the area can only occur after all-clear is given by emergency coordinator or a designee.

Persons with Disabilities

Students with health concerns that may make it difficult to exit a building in an emergency should work with the [Office for Accessibility Resources and Services \(OARS\)](#) to develop a personal emergency plan to ensure safe egress in the case of fire or other emergency forcing the evacuation of a campus building. For employees, they should be in contact with [Human Resources](#).

Campus-Wide Evacuation

1. Evacuation of all or part of the campus will be announced by the Campus Safety and Wellbeing Office or other appropriate agency (e.g., local authorities, Facilities and Grounds, Emergency Response Team, Deans, etc.) depending on the circumstances.
2. All persons (students and staff and their visitors) are to vacate immediately the area of campus in question and relocate to another part of the campus grounds or off campus as directed.
3. In collaboration with the other campuses in Five College, Inc., the college has agreements and plans of mutual aid for relocation of residents should shelter be needed off campus.

Emergency Information and Drills

Emergency Procedures are posted in each building and provided to new employees at orientation. All Hampshire College residential buildings have a fire drill each semester. Academic buildings generally have drills once per year. These activities are overseen by the Director of Environmental, Health and Safety and conducted in collaboration with Residence Life, Facilities and Grounds, OARS, as well as Campus Safety and Wellbeing.

Emergency Response and Notification

Upon the confirmation of a significant emergency or dangerous situation occurring on campus involving an immediate threat to the health or safety of students or employees, and considering the safety of the campus community, Campus Safety and Wellbeing and/or a member of the Core Emergency Response Team will notify the campus community, without delay, via the college's emergency notification system. This notification is made via RAVE emergency alerts, which can also be opted in to by campus visitors.

The notification will be made unless doing so would compromise efforts to assist a victim, to contain the emergency, to respond to the emergency, or otherwise to mitigate safety during an emergency. In cases of isolated emergencies that do not have the potential to affect a large portion of the campus, the Emergency Response Team may elect to limit the distribution of notifications to specific segments of the campus community. The Emergency Response Team will determine what information is appropriate to disseminate at different points in time and to which segments of the community.

Depending upon the situation, alerts may also be sent to the parent/guardian contacts within the emergency notification system as registered by students. The larger community can view information posted on the college website or provided to the media.

Depending on the type of incident, emergency notifications can be simultaneously broadcast in multiple formats such as:

- Voice messages to cell, office, and home phones
- Text messages to mobile devices capable of receiving text messages
- E-mails to all campus email addresses and an alternate provided by individuals

Process to Confirm a Significant Event and Emergency Notification

On-duty Assistants and Advocates notify the supervisor on duty or on call. The supervisor on duty or on call determines the alert level required (emergency notification, timely warning, other).

- Should the emergency pose an imminent danger to the community that supervisor will, without delay, and based on the situation requiring the use of the notification system, determine the content of an alert and initiate the College's emergency notification system and/or contact the Core Emergency Response Team to issue an alert.
- Notification may only be delayed when, based on the professional judgment of responsible authorities, it would compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. In such cases, notification will be sent out as soon as immediate response and evaluation needs are met so members of the community receive the information promptly.
- Notifications will be worded with clear, concise instructions as to what actions members of the community should take to remain safe in the event of an emergency and may be crafted based on pre-set templates or crafted to meet the specific needs of the emergency.
- Plan activation begins at the determination of the Senior Director of Justice, Equity, and Antiracism and/or designee upon receipt of information of an emergency event or threat of an emergency.
- Based on confirmation from Campus Safety and Wellbeing and information obtained from local first responders and/or the National Weather Service, the Senior Vice President for Justice, Equity, and Antiracism and/or their designee will assess the emergency and activate the emergency management plan to the extent

necessary to control the situation.

- Notifications for some incidents may be limited to those affected by the emergency; for example, loss of power in a specific building.

Every student and staff member is responsible for providing and maintaining their up-to-date emergency contact information by logging in to [The Hub](#) using your network username and password to update your emergency contact information. This allows you to receive emergency broadcasts via the emergency notification system. Full-scale tests of the emergency notification system are conducted and publicized at least annually.

More information about Hampshire's Emergency Notification System can be found online at:

<https://www.hampshire.edu/campus-police/emergency-notification-system>

Timely Warning Policy

In the event that a Clery Act crime creating a serious or continuing threat to students and/or employees is reported in Clery geography, a "Campus Safety Alert" (Timely Warning) may be distributed by the Senior Director of Justice, Equity, and Antiracism and/or their designee. Decisions to issue a warning are made on a case-by-case basis considering the nature and circumstances of the crime and the danger posed to the community. Community members receiving reports of crimes or incidents requiring the issuance of a Timely Warning shall report such incidents to Campus Safety.

- The Campus Safety and Wellbeing Office will post a campus-wide Timely Warning alert especially in all situations that could pose an immediate, serious, or continuing threat to the students, faculty, staff, and individuals in the community and is reported to a Campus Security Authority or the Campus Safety and Wellbeing office.
- The substance of the Timely Warning is carefully determined. The Warning will be published via bulletin boards, emails, texts, or on the college's website to inform the College community of the known facts of an incident or to publicize patterns of criminal activity in order to assist members of the campus community in preventing further incidents.
- Campus Safety and Wellbeing Alerts also include reminders of services available, such as walking escorts or vehicle transports, emergency phones, and other recommendations. It is irrelevant whether the survivors or perpetrators of a crime are members of the campus community.

- When issuing a Timely Warning, the names of the victims remain confidential. If information is known and if the inclusion of such information would not compromise law enforcement efforts, Timely Warnings include a description of the crime, its location, and injuries, if any, to survivor(s).

Testing of the Emergency Notification System

The notification system will be tested at least once a year. Tests may be announced or unannounced. Campus Safety and Wellbeing maintains a record of all tests conducted including date, time, description of the test, and whether it was announced or unannounced. At least once a year, the College will publicize its online procedures in conjunction with one of these tests. Residence hall evacuation drills are documented by Residence Life. [More information about Hampshire's Emergency Notification System can be found online.](#)

Emergency Contact Information

Emergency contact information is collected from each new student and employee. Students are directed to the Hub during 'e-check-in.' Faculty/staff members receive an email annually asking that they go to the Hub and complete or update the information.

Daily Crime Logs and Fire

Incident logs are posted and updated monthly on the Campus Safety and Wellbeing website. The Campus Safety and Wellbeing incident logs detail the incidents, incident and reporting dates, times, general locations, and case status, if known, that occur on campus.

In instances where the release of information would result in an adverse effect—such as jeopardize an ongoing criminal investigation or the safety of an individual, affect an individual's right to privacy, cause a suspect to flee or evade detection, or result in the destruction of evidence—information will not be released. However, once the adverse effect is no longer likely to occur, information will be released in the log consistent with existing state and federal laws. When changes in incident case statuses are known, the log will reflect such changes within two business days.

For more information, please click here:

Annual Clery Act Report

Each year Hampshire College is responsible for preparing and posting an annual security report (this document) containing security policies and statistics. Statistics are gathered from Campus Safety and Wellbeing reports, campus security authorities, and from local police departments. Policy statements are gathered from responsible offices.

- Annually, all enrolled students and current employees will receive a notice of the availability of the College's annual security report on the department's web site via the College's electronic announcements; paper notices may be mailed to employees in departments not traditionally utilizing computers in their workspaces.
- This notice will include the exact website address of the College's Clery Law compliant publication as well as information that additional copies can be requested from the Campus Safety and Wellbeing Office during normal business hours.
- Notices can be provided to prospective students and staff through the Human Resources and Admissions offices.
- These statistics, which are contained in the annual security report, are available anytime on the department's website at <https://www.hampshire.edu/student-life/campus-safety-and-wellbeing/crime-statistics-and-daily-log>
- Hard copies can be requested by contacting Campus Safety and Wellbeing at 413.559.6151.
- The Department annually submits its Clery Crime data on the Department of Education website. Data from our institution and others throughout the U.S. is available online at <https://ope.ed.gov/campus-safety/#/>.

Access to Campus Buildings and Grounds

The College has the right to restrict access to campus grounds, academic and

administrative buildings, and campus houses, which are open to faculty, staff, students, and invited guests.

- Building hours are generally business days during class hours, and unauthorized individuals may be asked to leave.
- Campus Safety and Wellbeing has the authority to issue trespass notices to unauthorized people, which is usually done upon receipt of a complaint. Calls are made to local police when anyone returns to campus after receiving such a notice.
- Most academic buildings are secured and closed between 11:00 pm and 7:00 am. Campus Safety and Wellbeing checks that only people with authorization are in buildings after hours.
- Some academic buildings have nonpublic hours for members of the community.
- When a building has nonpublic hours, the outside doors are secured and members of the community (who have been authorized) can use their key to enter the building until closing time.
- Visitors and others may be asked to leave College buildings during nonpublic hours.
- During College recesses (low occupancy periods, holidays, etc.), all building hours are subject to change. Both academic and administrative buildings are generally secured at 6:00 pm on weekdays and closed on weekends and holidays during recesses. The card access privileges are limited in campus houses that are closed during recesses.
- Campus residences are always locked; each student is issued a key to their room.
- Campus residence student room doors and windows are provided with locking devices.
- During low-occupancy periods, Residence Life distributes to students who remain on campus information about safety protocols and specific emergency procedures.

Security Considerations in the Maintenance of Facilities

Safety is very important in the maintenance of campus facilities. The College's Facilities and Grounds department processes repair orders on a priority system that places safety items as most important. Trees are cut back from lights; outdoor lighting is checked weekly, and shrubs are cut back from building entrances and paths on a regular basis. These items are also reviewed annually during the campus lighting walk. Members of the community are invited to join Campus Safety and Wellbeing, IT, and Facilities and Grounds staff as they walk the campus reviewing lighting, blue-light phone needs, and other security considerations.

Access to Campus Programs

Hampshire College is a member of the Five College Consortium (along with Amherst, Smith, and Mount Holyoke Colleges, and the University of Massachusetts) that shares some faculty, programs, and services. Students from the Five Colleges regularly attend member institution programs, classes, events, etc. Additionally, the campus welcomes visitors and guests to many programs and events.

Access to Campus Residence Halls

Merrill and Dakin Houses are traditional residence halls. These buildings are kept locked. Residents are provided keys and a campus access card that open exterior doors as well as their individual room. The other three residential areas—Greenwich, Enfield and Prescott—are apartments. All of Greenwich and a portion of Prescott have automatic lock systems in place. Hampshire College strongly encourages residents to keep both apartment and bedroom doors and windows locked. During winter recess, the residential areas are closed.

Access to residential facilities must be granted by the student-host residing in that building. Guests must be registered with the [Office or Residence Life](#) and their vehicles must be registered with Campus Safety and Wellbeing. Guests are permitted for up to one week. [Guest policy can be found in the student handbook.](#) While on campus, guests are expected to abide by the College's Community Standards. Ultimate responsibility for behavior of guests rests with the student host.

Off-Campus Student Organizations

Hampshire College does not have any recognized off-campus student organizations (such as social sororities) or student organizations with off-campus housing facilities.

Crime Prevention Programs

Providing safety information, planning, and training for large events such as orientation, spring jam, and commencement, as well as sporting events and various College assemblies, the Campus Safety and Wellbeing Office is actively involved in student on-campus experience.

Campus Safety and Wellbeing staff works with campus organizations to clarify roles, relevant campus policies and state laws, and behavior expected from participants. In addition, Campus Safety and Wellbeing Assistant and Advocates are available to offer crime prevention programs on such topics as:

- Prevention of crime
- Active Threat workshops (as requested)
- Crime awareness programs (often provided to a student group, residential student groups, or campus department)
- Office security audits (as requested)
- Programs provided in cooperation with student and employee groups.

A common theme among crime prevention programs is that not only do students and employees have a responsibility for their own personal safety, but we are responsible for the safety of others. We encourage students and staff to call Campus Safety and Wellbeing if they are concerned about anything that threatens the security of themselves and others.

The office makes these programs available to employees and also offers active threat training and safety assessments for departments to increase safety awareness and aid in improving safety procedures. Such programs are available throughout the year at the convenience of the requesting department.

The office also participates in events such as student orientation events when requested.

Students' and Employees' Rights Under the Law

Students have the same rights and responsibilities as other citizens and are expected to follow College policies and applicable federal, state, and local laws.

Drugs and Alcohol on Campus

Hampshire College complies with the federal Drug-Free Schools and Communities Act of 1986 as amended in 1989, and the Drug-Free Workplace Act of 1988 as amended, as well as all current laws regarding the sale, use, and possession of illegal narcotics and alcohol. Hampshire College policies attempt to provide a healthy environment by preventing the use of illegal drugs or abuse of alcohol within the College community and in response to the federal drug-free legislation.

- The College prohibits the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances and alcohol by any member of the faculty, staff, or student body on College property or at any College-sponsored event, whether on or off the campus, and requires the cooperation of the entire campus community in its pursuit to maintain a drug-free environment in all aspects of campus life.
- Any faculty, staff member, or student who violates this prohibition or who does not cooperate with the College in its attempts to maintain a drug-free environment will face disciplinary action up to and including expulsion or dismissal from the College and may be required, as a condition of continuing their relationship with the College, to enroll at their expense in a substance use counseling and treatment program.
- In accordance with federal law, conviction for a drug offense in any criminal proceeding while receiving federal student aid (such as grants, loans, or work-study) may affect eligibility for financial aid.
 - Refer to the [Student Handbook](#) and the [Employee Policy Manual](#) for more information about the federal, state, local, and campus sanctions against illegal drug and alcohol use and abuse, possession, distribution and dispensation offense.
- In addition, the Drug-Free Workplace Act of 1988 requires any employee (including students working under the Federal Work Study Program) directly engaged in working at Hampshire College under provisions of a federal grant or a contract who is convicted under a criminal drug statute for conduct in the workplace (site for performance of work done in connection with a particular federal grant or contract) must report this conviction to the College no later than five days after the conviction.
 - Once informed of such a conviction, the College is required by law to notify the federal contractor or grantor within ten days after an employee's conviction or within ten days after it has actual knowledge of such conviction, whichever is earlier.
- Possession of kegs of alcohol is permitted only with a permit from the town of Amherst. A town permit must be applied for from the Amherst police chief at least one week prior to the event.
 - Beer kegs are not permitted on campus without the prior approval of the assistant director for residential education for parties in student residences and the appropriate student engagement professional for all campus events. In all cases, a copy of the completed permit must be provided to Campus Safety and Wellbeing prior to the event.

Guidelines for community responsibility, specific rules and regulations governing

the consumption of alcoholic beverages at College social events, sanctions against infractions of community standards or violations of College policies by any member of the College community, and descriptions of campus drug and alcohol abuse programs are outlined in The [Student Handbook](#) and Resource Guide and the [Employee Manual](#). If questions arise related to any of these guidelines or policies, direct them to the appropriate College department.

Faculty, staff, and students are encouraged to familiarize themselves with the local resources for substance abuse, counseling, and treatment. In addition, Health and Counseling Services is available to assist students with substance-related problems; in emergency situations, faculty and staff may also request their services.

State Penalties for Operation Under the Influence

	Administrative Penalties	Criminal Penalties
First Offense	• Driver's license suspension: 45 to 90 days. • A license reinstatement fee ranging from \$50 to \$1,200, depending on the specifics of the situation.	• License suspension for 1 year. • \$500 - \$5,000 fine. • Possible jail time up to 2 1/2 years. • Possible alcohol education program. • Drivers under 18 years old must attend a Youth Alcohol Program (YAP) and serve an additional suspension period of 1 year. • Drivers between 18 and 21 years old must attend a YAP and serve an additional suspension period of 180 days.
Second Offense	• Driver's license suspension: Varies by time between charges. • A license reinstatement fee ranging from \$50 to \$1,200, depending on the specifics of the situation. • Mandatory installation of an ignition interlock device.	• License suspension of 2 years. • \$600 - \$10,000 fine. • Possible jail time between 60 days and 2 1/2 years. The judge can suspend this sentence to a minimum of 30 days; otherwise, you aren't eligible for parole until you serve 30 days. • Possible alcohol education program.
Third Offense	• Driver's license suspension: Varies by time between charges. • A license reinstatement fee ranging from \$50 to \$1,200, depending on the specifics of the situation. • Mandatory installation of an ignition interlock device	• Felony charge. • License suspension for 8 years. • \$1,000 - \$15,000 fine. • Possible jail time between 180 days and 2 1/2 years, or prison time between 2 1/2 years and 5 years. Your judge can reduce the sentence to 150 days; otherwise, you aren't eligible for parole until you serve 150 days. • Possible alcohol education program (see below). • Mandatory installation of an ignition interlock device.

		• Possible vehicle registration revocation.
Fourth Offense	• Driver's license suspension: Varies by time between charges. • A license reinstatement fee ranging from \$50 to \$1,200, depending on the specifics of the situation. • Mandatory installation of an ignition interlock device	• Felony charge. • License suspension for 10 years. • \$1,500 - \$25,000 fine. • Between 2 years and 2 1/2 years in jail, or between 2 1/2 years and 5 years in prison. Your judge can reduce the sentence to 12 months; otherwise, you aren't eligible for parole until you serve at least 12 months. • Possible alcohol education program (see below). • Mandatory installation of an ignition interlock device. • Possible vehicle registration revocation. • Possible motor vehicle forfeiture.
Fifth Offense	• Driver's license suspension: Varies by time between charges. • A license reinstatement fee ranging from \$50 to \$1,200, depending on the specifics of the situation. • Mandatory installation of an ignition interlock device.	• Felony charge. • License revocation: up to lifetime. • \$2,000 - \$50,000 fine. • Possible jail time of at least 2 1/2 years, or prison time between 2 1/2 years and 5 years. Your judge can reduce this to 24 months; otherwise, you aren't eligible for parole until you serve at least 24 months. • Possible vehicle registration revocation. • Possible motor vehicle forfeiture. • Possible alcohol education program.

Campus, Local, and State Sanctions Concerning Alcohol and Drugs

Local, state and federal laws make the illegal use of drugs and alcohol a criminal offense. Conviction can lead to imprisonment, fines and other penalties. Courts do not alter sentences so that convicted persons may attend college or continue their jobs. A felony conviction may prevent one from continuing or entering certain professions. Local towns have ordinances forbidding the possession of an open container of alcohol on any public street by a person of any age. Anyone choosing to violate such ordinances can be subject to arrest. *No person under the age of 21 may possess or use alcohol in Massachusetts.*

- Massachusetts law (M.G.L. c138, § 34) prohibits the sale or delivery of alcoholic beverages to persons under age 21. The penalty for violating this law may be a fine of up to \$2,000 or one-year imprisonment, or both. Misrepresenting one's age or falsifying an identification to obtain alcohol is punishable by fine.
 - Massachusetts law also prohibits the possession of an open container of alcohol in the passenger area of any motor vehicle.
- There are criminal penalties for the possession and/or distribution of controlled

substances or drugs without valid authorization, with penalties varying by the type of drug.

- Sale and possession of drug paraphernalia is illegal. Under both Massachusetts and federal law, penalties for possession, manufacture, and distribution are greater for subsequent conviction, and include mandatory prison terms, with the full minimum term being served. Paraphernalia is defined by [Massachusetts law](#) as items “one reasonably should know, that it will be used to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, conceal, ingest, inhale, or otherwise introduce into the human body a controlled substance.”
- It is illegal to be in a place where heroin is kept and to be in the company of a person known to possess heroin.
- The penalty for drug possession under state or federal laws is loss of eligibility for federal student grants and loans for up to one year after the first conviction and up to five years after the second.
- The penalty for unlawful distribution of drugs is loss of benefits for five years after the first conviction and for a longer period after the second.
- Under federal law, penalties may be doubled when a person at least 18 years old distributes drugs to persons under age 21 within 1,000 feet of a public or private elementary or secondary school or a public or private college.
- These penalties may include a mandatory one-year prison term.
- Drug trafficking involves the illegal manufacturing, supplying, transporting, storing and/or distribution of drugs; drug possession involves having drugs for personal consumption while possession of large quantities may be deemed an intent to distribute which is subject to larger penalties.

Prescription and Over-the-Counter Medication

Nationally, non-medical use of prescription medication is the second most common category of illicit drug use (second only to marijuana). The four most common categories of medications used non-medically are (in order of magnitude of abuse) opioids (pain killers), benzodiazepines (anti-anxiety medications), amphetamines/stimulants (ADHD medications), and over-the-counter medications (often, cough and cold medications).

Prescription medications are often obtained (shared, stolen, or purchased) from someone with a prescription. Many prescription medications are also illegally "pharmed" on the internet; these medications are potentially counterfeit, adulterated, or contaminated. The effects of prescription and over-the-counter drug use vary according to the medication, the dose, the method of consumption,

the user's mental and physical characteristics, and other factors. Misuse of any drug can lead to dependence. Some medications, used alone in sufficient doses, or in combination with alcohol, can be lethal.

Opioid-Related Deaths

The number of drug overdose deaths decreased by 4% from 2017 to 2018, but the number of drug overdose deaths was still four times higher in 2018 than in 1999. Nearly 70% of the 67,367 deaths in 2018 involved an opioid. From 2017 to 2018, there were significant changes in opioid-involved death rates. In 2018, more than 31,000 deaths involving synthetic opioids (other than methadone) occurred in the United States, which is more deaths than from any other type of opioid. Synthetic opioid involved death rates increased by 10% from 2017 to 2018 and accounted for 67% of opioid-involved deaths in 2018.

Possession of Marijuana

While marijuana was legalized in Massachusetts for persons over 21, it is still against Federal law to possess marijuana on college campuses regardless of state laws. Manufacturing, distributing, and other related crimes involving marijuana remain illegal. Students in possession of marijuana or paraphernalia face, minimally, referral to the Community Standards Process.

Statement on Medical Marijuana

Hampshire College receives federal funding through Title IV in the form of student financial aid (grants, loans, and work-study programs) and through federal research grants. As a condition of accepting this money, Hampshire is required to certify that it complies with the Drug-Free Schools and Communities Act (DFSCA) (20 U.S.C. 1011i; 34 C.F.R. part 86).

The federal government regulates drugs through the Controlled Substances Act (CSA), which does not recognize the difference between medical and recreational use of marijuana. Thus, to comply with the Federal Drug Free School and Communities Act and avoid losing federal funding, Hampshire College prohibits all marijuana use, including medical marijuana, and students may be subject to disciplinary action for its use.

Therefore, marijuana prescribed for medical purposes is prohibited at Hampshire College even though Massachusetts state law permits its use. Students with medical marijuana prescriptions may request a waiver of the campus residency requirement by contacting the Office of Accessibility Resources and Services.

Drug and Alcohol Treatment Programs

Health and Counseling Services and Student Success and Engagement are available to assist students with substance-related problems. In emergency situations, faculty and staff may also request their services. Services offered include:

- Alcohol and substance abuse assessments
- Counseling
- BASICS harm reduction program
- Referrals to local AOD treatment and detox programs

Drug and Alcohol Resources

- Health and Counseling Services | 413.559.5458 (for students)
- Wellness Center | 413.559. 5743 (for students)
- Prevention and Education | 413.559.5673 (for students)
- Hampshire College Community Naloxone Program | 413.559.5673 (for students and employees)
- Employee Assistance Program (EAP) (for employees) | 800-828-6025
- Alcoholics Anonymous | 413-532-2111
- Al-Anon and Ala-Teen (for family and friends of alcoholics) | 413-253-5261
- Narcotics Anonymous | 866-624-3578
- Hampshire HOPE | 413-587-1219
- Massachusetts Substance Abuse Hotline | 800-327-5050
- National Alcohol and Drug Abuse 24-Hour Helpline | 800-252-6465
- Cocaine Abuse 24-Hour Hotline | 800-222-0828
- Tapestry Health | (413) 586-0310
- Wildflower Alliance Peer Support Line | 888.407.4515
- Never Use Alone | 800-484-3731
- Harm Reduction Works 413 | <https://www.hrh413.org/>
- WEConnect | [One-on-One Peer Support](#)

Firearms and Weapons on Campus

In accordance with Massachusetts General Law Chapter 269 Section 10J, weapons are prohibited on the grounds of the College with the exception of law enforcement officers duly authorized to carry such weapons. No person shall be permitted to carry firearms or other weapons, concealed or unconcealed, with or without a concealed weapon permit, while on properties owned or controlled by the College.

For the purposes of this policy, the term “weapons” includes, but is not limited to, firearms of any nature or description, including shotguns, rifles, pistols, and revolvers, paintball guns, or BB/pellet guns; firearm replicas; ammunition; martial arts-type weapons; explosives (including fireworks); bows, crossbows, arrows; slingshots; switchblade knives, double- edged knives, hunting (pocket-style) knives with a blade length of three inches or greater; swords; pointed metal darts; (unauthorized) pepper spray; or any other destructive device or instrument that may be used to do bodily injury or damage to property. In addition, items that may be used as weapons, whether or not they fit the definition above, will be subject to seizure.

Because these weapons may pose a clear risk to persons and property on the campus, violation of the regulations may result in administrative action from the College and/or prosecution under the appropriate state or federal laws.

Personal Safety

Make it a habit to be cautious around campus, in buildings, and in transit. Campus Safety and Wellbeing hopes you will make the following steps part of your daily routine.

Around Campus:

- Walk safely.
 - Don't walk alone at night, especially in dark, vacant areas.
 - Avoid shortcuts. If you must walk alone, proceed directly to your destination on well-lit paths.
 - Look alert; be aware of your surroundings.
 - Leave buildings on the hour or the half-hour, when most people are walking.
 - Ask a friend to walk with you.
- Help others walk safely. Team up with another person walking alone at night.
- Use safety escorts. Students may request a safety escort after dark by calling Campus Safety and Wellbeing. This service is only available at night and is not available for groups. Campus emergency response always has a higher priority, so Campus Safety and Wellbeing advises the student to wait in their car or inside the building until the officer enters the lot. If in a vehicle in a parking lot, keep your lights on and flash your vehicle lights when the cruiser enters the lot. Campus Safety and Wellbeing provides this service on a first come, first served basis as staffing allows.
- If you are concerned about your walking safety on campus at night, walk with a

friend, let your hall or modmates know that you are leaving a building and will be arriving in a specific timeframe, or walk on the hour or half hour when there is more campus pedestrian traffic. Campus Safety and Wellbeing encourages members of the community to report suspicious behavior by calling 413.559.5424 from a cell phone when on campus. Assistants and Advocates are on patrol 24 hours a day and will respond quickly to emergencies.

- Don't jog alone in remote areas during the day and never jog alone at night.
- Carry a whistle or other device that makes noise and keep it ready to use.
- Don't hitchhike. Ask a friend for a ride or use the PVTa bus.
- Report suspicious behavior or circumstances to Campus Safety and Wellbeing.
- Don't sunbathe in remote areas.
- Carry your cell phone. Pre-program the Campus Safety and Wellbeing number (413.559.5424) into your cell phone.

In Transit:

- Watch for strangers around your car before entering your vehicle. Look around the vehicle from the ground up and front to back. Use caution when your vehicle is parked next to other cars or vans. Look inside your car before getting in.
- Play it safe on the road. While driving, keep doors locked and windows up. Do not pick up hitchhikers.
- If another driver harasses you, blow your horn continuously to attract attention and discourage the other driver. Drive to a police station or Campus Safety and Wellbeing if necessary.
- Park safely in a lighted area. Call Campus Safety and Wellbeing or use a blue-light phone to request a safety escort from the lot to your residence hall.
- Wear your seatbelt. Massachusetts has a mandatory seatbelt law; failure to use your seatbelt could result in a fine.
- Keep your vehicle in good running condition, with a full gas tank and good tires.

Protection of Property

Take steps to protect your belongings. Most theft on campus is opportunistic—someone sees an unlocked room or vehicle and takes advantage. A surprising amount of theft takes place while the victim is on the same floor but has just stepped out for a minute.

In an Emergency

Rehearse in your mind how you would react in an emergency so your response will be automatic if something should happen.

If You are Followed

- Remain calm.
- Cross the street.
- Change direction.
- Walk in lighted areas.
- Enter an open, lighted building.
- On campus, use a blue light phone or dial 413.559.5424.
- Off campus dial 911.
- Go to the Campus Safety and Wellbeing office or the local police station. If you do not know where a police station is located, go to a busy area, fire station, or hospital. Find a place where you can get help.
- Above all, do not go home (giving away your address).

If You are Attacked

- Don't be passive; most attackers expect a passive victim.
- Do or say whatever you can to throw the assailant off guard—be creative.
- Attract attention—scream, break a window.
- Do whatever you can to break the hold, then run and scream.
- Use a blue-light phone, dial 911 or 413.559.5424 from a cell phone.

Crime Prevention Tips

	Don't	Do
In Buildings		

	• Leave valuables visible in a room • Leave valuables unattended in an unlocked area, even briefly • Let strangers into a building, even delivery personnel • Prop open outside doors to any building	• Lock your door • Keep your keys and OneCard on you at all times • If your OneCard is stolen, report it immediately to csw@hampshire.edu. • Report strangers in your residence hall or mod • Keep windows locked, particularly if you are on a ground level or your window opens to a fire escape • Report burned-out lights to Facilities Management (after hours to Campus Safety and Wellbeing)
Automobiles	• Leave valuables visible in your car – take them with you. • If you cannot take them with you, lock them in your trunk	• Register your car with Campus Safety and Wellbeing • Park in well-lit areas • Take your keys and lock doors • Install anti-theft devices (locks, alarms) for ignition, steering wheel, and brake and clutch pedals. • Record serial numbers of mp3 players, cellular phones, GPS devices, satellite radios, and other easily removable accessories. Engrave valuables with your driver's license number. Call Campus Safety and Security for assistance. • Report suspicious activity to Campus Safety and Wellbeing, including people looking into cars.
Bicycles	• Leave your bicycle unlocked.	• Register your bicycle with Campus Safety and Wellbeing; affix the issued decal to your bike. Unregistered bicycles are periodically removed from campus. • Notify Campus Safety and Wellbeing immediately if your bicycle is stolen • Use a hardened steel lock; lock the entire bicycle to a bike rack, including quick-release wheels

Active Threat Procedures

Run! Hide! Fight!

Note: Make Campus Safety and Wellbeing a speed dial function on your cell phone

413.559.5424. Seconds count in emergencies!

Quickly determine the most reasonable way to protect your own safety. Students and visitors are likely to follow the lead of faculty and staff during an active shooter situation. Always flee first and hide second when possible.

- Evacuate
 - o Have an escape route and plan in mind
 - o Keep your hands in plain sight
- Hide out
 - o Hide in an area out of the shooter's view
 - o Lock the doors—most classrooms and lecture halls can be locked. All offices and residence hall rooms can be locked.
 - o Blockade doors
- Fight back
 - o As a last resort and only when your life is in danger
 - o Attempt to incapacitate the shooter

Call Campus Safety and Wellbeing and/or law enforcement when safe to do so.

- Campus Safety and Wellbeing | 413.559.5424
- Amherst Police | 413.259.3000 or 911 from a cell phone
- Massachusetts State Police | 413.585.3000 or 911

What to do when law enforcement arrives:

- Remain calm and follow officers' instructions
- Immediately raise hands and spread fingers wide
- Keep hands visible at all times
- Avoid making sudden movements towards police or grabbing them
- Do not stop Assistants and Advocates to ask for assistance or directions in evacuating; just proceed to the area from which Assistants and Advocates are entering
- If possible provide law enforcement with the location, number, and description of the shooters

Missing Persons Policy and Procedure

The following policies regarding Missing Persons are being provided according to requirements of the 2008 Amendments to the Higher Education Opportunity Act.

Reporting Persons Missing

Any person (student, staff or faculty) believed to be missing from the campus unexpectedly shall be immediately reported to Campus Safety and Wellbeing.

- It is the policy of Hampshire College that the Campus Safety and Wellbeing office will investigate any report of a missing person that is filed by someone with knowledge of that student being missing or otherwise not where s/he is expected to be.
- This report may be filed by a parent/guardian or other family member of the person, by a roommate, a student services or Residence Life staff member (including student staff), Health Services staff member, faculty member, employment supervisor, or anyone else with information that indicates the person is missing.
- Campus Safety and Wellbeing will conduct an initial investigation to determine if the person appears to be missing, or has simply changed their routine unexpectedly, and whether or not there is reason to believe the person is endangered.
- Campus Safety and Wellbeing Assistants and Advocates will check student's login records, class schedules, interview fellow students and faculty, and use other methods to determine the status of a missing person. From this initial investigation, the scope will expand to make attempts to determine the location of the person reported missing to assure they are safe.

Missing Person Contact

Each residential student at Hampshire College can identify, through The Hub, a person whom the College can contact in the event that the student is reported missing. This person would be contacted within 24 hours of a missing person report being filed with Campus Safety and Wellbeing.

Should Campus Safety and Wellbeing not be able to locate a student reported missing, Campus Safety and Wellbeing would then notify the student's designated 'missing person' emergency contact within twenty-four (24) hours of the report.

Confidentiality

This contact information is confidential and is shared only with College administrators who would have responsibility for making connections with emergency contacts in the event of a determined emergency (such as Student Success and Engagement, Campus Safety and Wellbeing staff, etc.)

Notifications

Should Campus Safety and Wellbeing be unable to locate a person reported missing within twenty-four (24) hours of the report, Campus Safety and Wellbeing would then notify your designated 'missing person' emergency contact.

- In the event that no separate emergency contact is identified, a parent or guardian as listed in college records will be contacted.
- Students should be sure that this contact knows how to reach them in the case of an emergency, and have a general idea of their daily routine and any travel plans.
- This person should be someone you trust to aid officers in determining your whereabouts, or verifying that further investigation and/or entry into national missing person databases is warranted.
- Campus Safety and Wellbeing will also notify local law enforcement agencies within this 24 hour window, starting with the town sharing jurisdiction with the college, as well as any other agencies where the missing student may be.

Students Under the Age of 18 and Not Emancipated

The College must notify a custodial parent or guardian no later than 24 hours after the time the student under 18 years old is determined to be missing, in addition to notifying any missing person contact provided by that student.

For any situation in which a missing person is believed to be endangered, this notification will be made as early as possible while officers continue to investigate.

Students Under the Age of 21

Suzanne's Law requires that a student be entered into the national missing person database as soon as it is determined that student is missing.

Should a student be determined to be missing, within 24 hours of that determination, Campus Safety and Wellbeing will:

- Notify the Senior Vice President and/or designee.
- Reconfirm with the student's emergency contact and/or parent or guardian to update them on information known at that time, efforts made to locate the person, and to get further information that may lead to the location of the missing person. (In the case of a student under 18, the parent or guardian must be contacted regardless of who is listed as the student's emergency contact.)
- Notify Amherst Police as well as police in any jurisdiction where the missing person may have gone.

- When circumstances indicate it would be beneficial, the State Police can activate an AMBER Alert.

Fire and Fire Prevention

Fire prevention is the responsibility of all members of the Hampshire College community. Students residing on campus are expected to carefully adhere to all fire safety regulations.

Student Fire Safety Education Program

Hampshire College's fire safety education program is multi-faceted. Residence Life staff, including Resident Advisors (RAs) are trained and provided fire safety information annually. Additional information and reminders on fire safety zones and evacuation procedures is provided to all students at residential meetings, by email, and prior to the start of fire drills for the year. New employees receive fire safety information, which is also available on the college's website. The College provides additional fire safety education to students who violate campus fire safety policies. College staff also conduct regular fire safety inspections in residential, academic, and administrative buildings. Extensive fire safety information is also available in the Student Handbook and Resource Guide.

Fire Evacuation Policy

Every person in the building, including staff, faculty, students, visitors, and contractors where the fire alarm is sounding, regardless of known or suspected cause, is required to evacuate immediately. Persons evacuating must leave via the closest exit. Any equipment that could cause a fire should be turned off before exiting if it can be done quickly and safely. All occupants will assemble at a safe distance from the building and await further instructions from fire and/or College personnel. No occupant will re-enter a building until clearance is given by fire and/or college personnel.

College Policy on Reporting of Fires: Fire alarms for College-owned buildings ring directly to Dispatch. However, any member of the community who becomes aware of any active or past fire must notify Campus Safety and Wellbeing immediately.

Prohibited Items in Residence Halls

Items prohibited in the residence halls include, but are not limited to:

- Candles and incense are not permitted anywhere inside residential buildings.
- Smoking, including e-cigarettes, is prohibited in all campus buildings. Outdoor smoking is restricted to designated smoking areas (DSAs).
- Space heaters are not permitted in student rooms, with the exception of those provided by the College in response to a problem with the heating system.
 - Use of non-College alarm systems or other than College-issued locks, including locks on storage closets
- The storage and use of flammable liquids (e.g. gasoline, paint thinner, spraypaint, air brushes) and flammable gases (e.g. propane, acetylene), fireworks or other materials that pose an increased fire hazard
- Halogen lamps are a significant fire safety hazard if there are combustibles too close to the bulb. The use of these lamps are prohibited. Lamps with plastic shades must use LED bulbs.
- Extension cords are not permitted unless UL-approved with surge protectors. Electrical cords should be kept at least 12 inches (30.48 cm) away from heaters.
- Toaster ovens may be used only in kitchens or lounges. Microwaves and slow cookers are permitted in student rooms. Appliances must be kept clean at all times and unplugged when not in use.

Community Responsibilities

Additionally, all members of the community are required to:

- Participate in fire drills and promptly leave a building when any fire alarm sounds. Follow any instructions of Campus Safety and Wellbeing or fire officials during a drill or an actual alarm.
- Report any condition that creates a fire hazard (trash in the corridors or stairwells, missing fire extinguishers, blocked floor exits or stairwells, etc.) to Campus Safety

and Wellbeing who will communicate with the appropriate offices.

- Know where the fire extinguishers are located. Learn how to operate them. If you need training, contact the Director of Environmental Health and Safety.
- Know the location of the fire alarms and how to activate them.
- Know where the nearest exits are and be prepared to use an alternative exit, if necessary. Plan how you would escape through each of these exits in case of a fire.
- Know the location of the fire stairwells.
- Never use an elevator to evacuate a building.
- If you become trapped, dial 5424 from a campus phone or (413) 559-5424 from a cell phone and alert the Assistants and Advocates to your location.

What Should I Do if I Discover a Fire?

Any person who discovers a fire, smoke, or an unusual amount of heat should do the following:

- Pull the nearest fire alarm.
- Exit the building immediately; notify those in the immediate area of the danger.
- Assist in removing any person needing assistance from the immediate area to the stairwells to wait for fire department personnel (or to the outside if that can be done safely). However, never place yourself in danger.
- Assemble outside your building at the predetermined alarm gathering location.
- Follow the instructions given by the Campus Safety and Wellbeing Assistants and Advocates and the Amherst Fire Department personnel.
- All fires must be reported to Campus Safety and Wellbeing.

Tampering with Fire Safety Equipment

Fire extinguishers and fire detection and alarm systems are in place to protect the community. Tampering with fire safety devices is a serious violation of Community Standards and the Norms for Community Living and Policies and is prohibited. This includes, but is not limited to:

- disabling smoke detectors
- covering smoke detectors with any materials whatsoever
- activating an alarm when no hazard is present
- hanging items from sprinkler pipes
- discharging, tampering with or moving fire extinguishers

Tampering with fire safety equipment is considered a serious community standards violation. Any tampering with fire safety equipment will result in an automatic referral for a community standards violation to Justice, Equity, and Antiracism

and/or Residence Life and will be addressed through the student accountability and community standards process. Students found responsible will be assigned an accountability and community restoration plan, which could include being placed on administrative notice and second time violations may result in possible removal from campus housing. When the responsible individuals cannot be identified, all residents of that particular area may be called in for a community meeting.

Campus Fire Statistics

Residential Fires by Location: 2022-2024

Date	Time	Location	Cause	Fatalities	Injuries	Property Damage
2024	No fires reported in 2024.			0	0	Under \$100
2023	No fires reported in 2023.			0	0	Under \$100
2022	No fires reported in 2022.			0	0	Under \$100

Fire and Evacuation Drills Statistics

Evacuation drills are conducted two times per year in residential buildings and periodically in other buildings. The purpose of these evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergency. Evacuation drills are used as a way to educate and train occupants on fire-safety issues specific to their building.

	2024	2023	2022
Residence Hall Evacuation Drills Conducted	9	10	10

Note: Early Learning Center drills are conducted with assistance from Amherst Fire Dept. All others are conducted by the Hampshire College staff.

Student Residence Hall Fire Safety and Sprinkler Systems

Below is a listing of residence hall fire safety systems. There are no immediate plans for system upgrades; however, systems are regularly inspected by an independent safety inspector.

Building	Monitored Fire Alarms	CO Detectors	Sprinklers
Dakin	X	X	X
Enfield	X	X	X
Greenwich	X	X	X
Merrill	X	X	X
Prescott	X	X	X

Fire Extinguishers

Fire extinguishers are located in every residence, office and academic areas. Fire Extinguishers are inspected monthly and replaced when needed by the Director of Environmental Health and Safety. Residence Life and Student Engagement, Campus Safety and Wellbeing Assistants and Advocates as well as RAs and other safety monitors are trained in the use of fire extinguishers by Hampshire College's Director of Environmental Health and Safety.

Emergency Call Boxes

Hampshire College has several emergency call boxes. Their use is not restricted to emergencies; use them to report incidents or suspicious people, or to ask for assistance or an escort. Pressing the Help button on any emergency phone will connect you to Campus Safety and Wellbeing automatically.

- Cole Science Center - yellow box on front entrance on greenhouse
- Film and Photo - yellow box on side of building facing
- Enfield Parking Lot - white and blue box in middle of lot
- Prescott Parking Lot - blue and red box in middle of lot
- Cole Science Parking Lot - blue and red box on pathway to Prescott
- Prescott Tavern - yellow box on front of Tavern
- 4 Corners - blue and red box on pathway leading to Blair Hall
- Emily Dickinson Hall - yellow box on rear of building near back door
- Red Barn - yellow box to left of front door
- Greenwich Parking Lot - blue and red box in middle of parking lot
- Franklin Patterson Hall - yellow box under the bridge/walkway
- Enfield - yellow box on rear side of building near laundry door
- Merrill/Dakin - blue and red box in middle of parking lot

Important Telephone Numbers

Resource	Phone Number
Campus Safety and Wellbeing Dispatch	413-559-5424
Local Fire, Health and Police Emergency	911
Health and Counseling Services	413-559-5458
UMass Health Services	413-577-5000

Individuals with questions, comments, or concerns regarding the Campus Safety and Wellbeing Office at Hampshire College are encouraged to contact the Director of Campus Safety and Wellbeing at 413.559.5345 | csw@hampshire.edu.

Brief Definitions of Clery Act Crimes

To aid in the understanding of the crimes reported in this document, we are providing the following definitions. These are based on federal and Massachusetts

law unless otherwise noted.

Aggravated Assault

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Arson

Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Burglary

The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Consent

Consent is not specifically defined under Massachusetts law. However, Massachusetts law (M.G.L. c, 265, Section 13H) provides that children under 16 and persons that are incapacitated or intoxicated, asleep or mentally impaired, can never give consent. Hampshire's Title IX Policy defines Consent as:

- Informed (knowing)
- Voluntary (freely given)
- Active (not passive), meaning that, through the demonstration of clear words or actions, a person has indicated permission to engage in mutually agreed-upon sexual activity,

Consent cannot be obtained by Force. Force includes (i) the use of physical violence, (ii) threats, (iii) intimidation, and/or (iv) coercion. Consent cannot be gained by taking advantage of the Incapacitation of another, where the person initiating sexual activity knew or reasonably should have known that the other was incapacitated.

Destruction/Damage/Vandalism of Property

To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having

custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law.

Dating Violence (Clery Act, amended by VAWA; note "Dating Violence" is not a specifically-defined crime in Massachusetts.)

Dating Violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on the reporting party's statement and with a consideration of the following factors:

- The length of the relationship
- The type of relationship
- The frequency of interaction between the persons involved in the relationship

For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence (Clery Act, amended by VAWA; note the definition under Massachusetts law varies)

Domestic Violence is a felony or misdemeanor crime of violence committed by (a) a current or former spouse or intimate partner of the victim; (b) by a person with whom the victim shares a child in common; (c) by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or partner; (d) by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or (e) by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Fondling

The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.

Hate Crimes

A Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.

Hate crimes must also be reported by category of prejudice based on the following:

Race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability. For the purpose of reporting the statistics with respect to the crime statistics that must be compiled in accordance with the categories of: On-campus, on non-campus building or property; public property; and dorms/residences. Reportable hate crimes include crimes in the Clery crime categories with a bias component, as well as bias-involved larcenies (thefts), simple assault, intimidation, vandalism, and any other crime involving personal injury.

Hazing

The Stop Campus Hazing Act amended the Clery Act to include Hazing among the list of crimes.. Any incidents that match the definition should be reported. Hazing: Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate that: - Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization (such as a club, society, association, athletic team, fraternity, sorority, or student government); and - Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical training necessary for participation in an athletic team), of physical or psychological injury including:

- Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- Causing, coercing, or otherwise inducing another person to perform sexual acts;
- Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- Any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
- Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal or Federal law.

Incest

Non-forcible sexual intercourse between persons who are related to each other

within the degrees wherein marriage is prohibited by law.

Intimidation

To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack. Counted only in bias statistics.

Larceny (Theft)

The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.

Liquor Law Violations

The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. A motor vehicle is self-propelled and runs on the surface and not on rails. Motorboats, construction equipment, airplanes, and farming equipment are specifically excluded from this category.

Murder and Non-Negligent Manslaughter

The willful (non-negligent) killing of one human being by another.

Negligent Manslaughter

The killing of another person through gross negligence.

Rape (UCR Definition)

The penetration, no matter how slight, of the vagina or anus with any body part or object, oral penetration, or by a sex organ of another person, without the consent of the victim. This offense includes the rape of males, females, and otherwise self-identified.

Robbery

The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by

putting the victim in fear.

Sex Offenses-Forcible

Any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent. Includes Rape and Forcible Fondling defined in this section.

Sex Offenses – Non-Forcible

Unlawful, non-forcible sexual intercourse. Includes Incest and Statutory Rape defined in this section.

Simple Assault

An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.

Stalking

- Engaging in a course of conduct directed at a specific person that would cause a reasonable person to –
 - o Fear for the person's safety or the safety of others, or
 - o Suffer substantial emotional distress.
- For the purpose of this definition –
 - o Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
 - o Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
 - o Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Statutory Rape

Non forcible sexual intercourse with a person who is under the statutory age of consent.

Weapons Possession

The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens

possessing deadly weapons; and all attempts to commit any of the
aforementioned.

