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The information in this report is being provided as part of Springfield Technical Community College's commitment to safety and security on campus. Providing this information is a requirement of the Crime Awareness and Campus Security Act of 1990. This report will outline Springfield Technical Community College's programs and policies relating to community safety. Students, faculty, staff and prospective community members are encouraged to read the report in its entirety. Questions or comments about this report may be addressed to the Chief of Police at 413-755-4220. The Chief is available to answer any questions or address concerns about safety at STCC.

The mission of the Springfield Technical Community College Police is to enhance the safety and security of the STCC community. The STCC Police Department strives to achieve this mission through preventive vehicle, bike and foot patrols, 24-hour accessibility, proactive problem-solving, positive conflict resolution, educational programs and community engagement. The STCC Police Department works in collaboration with local police and fire departments to ensure its mission.

The STCC Police Department consists of a full time Chief, a Deputy Chief, one Lieutenant, three Sergeants, one Detective-Corporal, and eight full time Officers. The department also has three full time civilian support staff/dispatchers. The department falls under the oversight of the Vice President of Administration and is directly managed by the Chief.

All members of the department are representatives of Springfield Technical Community College. The Springfield Technical Community College Police Department is a full service department consisting of trained professionals who have full authority to make arrests and to enforce the laws of the Commonwealth of Massachusetts under MGL C. 22 s. 63, and are Massachusetts Police Officer Standard & Training (POST) Certified. As such, all members of the department are obligated to perform their duties in accordance with the mission and policy of the College, as well as all local, State and Federal laws. Although the STCC Police Department is responsible for keeping the peace, enforcing public laws and performing many services, its main function is protecting the lives and property of the members of the college community and campus visitors.

The STCC Police Department's relationship with the community and ensuring we provide quality service is vital to achieving our overall mission of a safe campus. All members of the STCC community can expect to be treated in a courteous and professional manner by members of our department.

The "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act" was signed into law in November 1990. At the time it was known as the "Student's Right to Know and Campus Security Act." The law requires educational institutions participating in student financial aid programs under Title IV of the Higher Education Act of 1965 to disclose information about campus safety policies and procedures and to

police or security functions at the STCC Technology Park site. Persons wishing to report a crime at the STCC Technology Park site are to contact the Springfield Police by dialing 911 or their business line, 413-787-6322.

Monitor the College's electronic access security system, which is located in many academic and administrative buildings.

identified in the Clery Act that occurs on campus or within STCC's Clery geography which includes certain public areas around the campus perimeter and which poses a serious or continuing threat to the community's safety and welfare. The timely warnings are distributed as soon as pertinent information is available. They may be distributed by utilizing the STCC Rave Alert Emergency Notification System which provides rapid communication with students and employees in the event of an emergency. The STCC Rave Alert system will deliver the warning to all registered students as well as employees via text message to cell phones, voice message to the designated phone number and email to the end-user's STCC email account.

This STCC Rave Alert system is a partnership between STCC, and Rave-Alert. In the event a situation arises, either on- or off-campus, these alerts are issued to keep the campus community informed about safety and security matters. The decision to issue a timely warning is decided on a case by case basis either by the Chief of Police or designee or in consultation with executive officers at the College. The decision to issue a timely warning is made in light of all facts surrounding an incident, including factors such as the nature of the crime, the continuing threat to the campus community, and the possible risk of compromising law enforcement efforts.

While the system is active and ready for use, it is only as good as the contact information it contains. Thus, while all STCC community members are automatically enrolled in the STCC Rave Alert system, it is the individual community member's responsibility to make certain their contact information is current and accurate. Members may do this once they are enrolled and receive an automatic welcome email. Instructions on h

Also used to communicate in emergencies are other appropriate method(s) which can include any of the following: posting on the campus web site and/or flyers or notices posted in visible locations in academic

or on-the-job injuries immediately to STCC Police at 413-755-4220, the Senior Director of Facilities at 413-755-4700, and/or the Director of Human Resources at 413-755-4667.

STCC Police works closely with the Springfield Fire Department to keep the campus safe from fire hazards. Each College building has a monitored alarm system activated by manual pull stations and smoke detection units. A yearly professional inspection of the fire safety system is performed. Anyone having concerns about fire safety equipment or a possible fire hazard on campus is urged to immediately call STCC Police at 413-755-

Adjustment to college or other new situation
Crisis management
Grief/loss
Anxiety, depression, anger
Stress management
Chemical dependency
Academic concerns
Difficulties in relationships with significant other, friends, or family members
Eating disorders
Sexuality
Self esteem
Domestic violence

The General Laws of the Commonwealth of Massachusetts prohibit the possession or concealment of any type of firearm or other dangerous weapon, including but not limited to stiletto, dagger, dirk knife, any knife having a double-edged blade or a switch blade, or any knife having an automatic spring release device by which the blade is released from handle, having a blade of over one and one-half inches, or a slingshot, blackjack, metallic buckles or knuckles or any substance which could be put to the same use, is strictly prohibited on the Springfield Technical Community College campus and at any Springfield Technical Community College sponsored event(s). Violators of the above will be subject to legal and/or disciplinary action. Only those law enforcement officers authorized by the President of the College and STCC Chief of Police are permitted to carry firearms and/or other weapons on campus.

In addition, toy guns, other toy weapons such as swords, axes and knives, paintball guns, BB guns, cap pistols, laser targeting devices, martial arts weapons, pepper spray and explosives are also not permitted on the campus or at any College sponsored event(s). Violators of the above will be subject to disciplinary action.

The Commonwealth of Massachusetts firearms laws are strictly enforced. In Massachusetts, conviction for the illegal possession of a firearm carries a mandatory one-year jail sentence. The College will also take judicial and/or legal actions against anyone who possesses firearms and other dangerous weapons on campus.

Hate crimes will not be tolerated at Springfield Technical Community College. Hate crimes adversely affect all aspects of campus life. All community members are expected to report possible hate crimes to the STCC

of 1975; Age Discrimination in Employment Act of 1967, as amended; Family and Medical Leave Act of 1993; Federal Executive Order 11246 of 1965, as amended by Executive Order 11375 of 1967; Federal Executive Order 12900 of 1994; Federal Executive Order 13145 of 2000; Federal Executive Order 13160 of 2000; Federal Executive Order 13166 of 2000; Massachusetts Civil Rights Act; Massachusetts General Laws Chapters 151B, 151C, and Chapter 149; directives of the BHE, the Boards of Trustees of the Community Colleges and the Commonwealth of Massachusetts; and other applicable local, state and federal constitutions, statutes, regulations and executive orders.

Non discrimination requires the elimination of all existing unlawful discriminatory conditions, whether purposeful or inadvertent. The Community Colleges are continuing to systematically examine all policies and procedures to be sure that they do not, if implemented as stated, operate to the detriment of any person on the basis of a protected classification. The Colleges shall require that the practices of those responsible in matters of employment and education, including all supervisors and faculty, are non discriminatory. Should the College discover discrimination in treatment or effect in any employment, educational or service decision, action, inaction or practice within the College, all appropriate corrective and/or disciplinary actions shall be taken under the direction of the President of the College subject to any applicable collective bargaining agreement or other policy or procedure of the College.

The Community Colleges are committed to a policy of Affirmative Action, equal opportunity, equal education, non discrimination, and diversity. They are committed to providing a learning, working and living environment – whether in person or in the virtual/online setting - for their students, employees and other members of the College Community, which values the diverse backgrounds of all people. The Colleges are committed to assuring that the “College Experience” is one that challenges, empowers, supports, and prepares its students to live in, work in, and value our increasingly global and diverse wor

Equal opportunity and affirmative action shall apply to all segments of the College; full and part time employment; day and continuing education; the curriculum and offerings of the College.

Equal opportunity and affirmative action shall be applied to the recruitment process for employment and/or access to education.

Students will have access to the College, programs of study, activities, and other resources intended to serve them, according to the policies of the individual Colleges.

Equal employment opportunity and affirmative action will be realized in all personnel employment, including recruitment, application for employment, hiring, benefits, compensation, training, promotion, and termination.

All policies, procedures, privileges, and conditions of the College will follow and incorporate applicable equal opportunity and affirmative action rules and regulations.

The above stated policies are intended to be applied broadly with the goal of promoting equal opportunity and diversity in Community Colleges. The Community Colleges pledge to apply all policies consistently, fairly, and vigorously. Attempts to subvert or abuse these policies will not be tolerated. Appropriate disciplinary action will be taken in the case of an infraction. Such disciplinary action shall be consistent with the appropriate collective bargaining agreement, if applicable.

All policies are made in compliance with laws and regulations and executive orders promulgated by the federal and state governments and other appropriate agencies and authorities, where applicable.

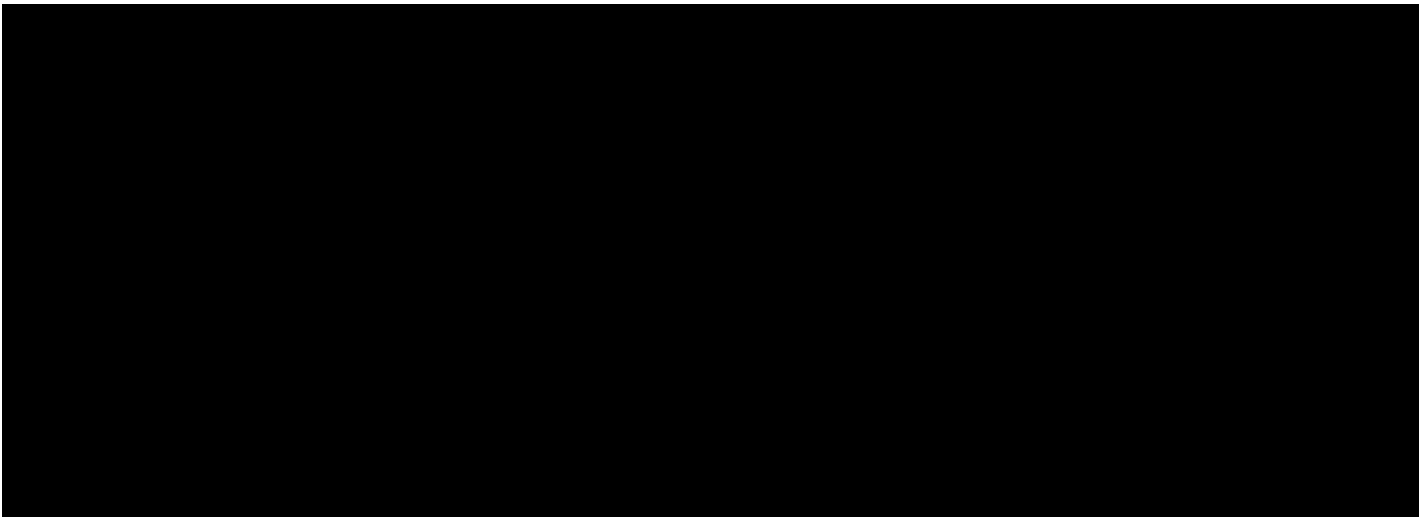
a. Introduction

It is the goal of the Community Colleges to promote an educational environment and workplace that is free of all forms of sexual harassment. Sexual harassment of students or employees occurring in the classroom or the workplace is unlawful and will not be tolerated by the Community College. Further, any retaliation against an individual who has complained about sexual harassment or retaliation against individuals for cooperating with an investigation of a sexual harassment complaint is similarly unlawful and will not be tole

All Formal Complaints of Title IX Sexual Harassment shall proceed under this Policy's Title IX Sexual Harassment Complaint Process. To file a complaint a person may do so by contacting the College's Title IX Coordinator, or designee. A report of an allegation of sexual harassment may al

Boston, MA 02114

(617) 565-



This is to notify you that on _____ a complaint alleging a violation of the College's Policy on Affirmative

[2024 Policy on Affirmative Action, Equal Opportunity & Diversity](#)

() The severity of the alleged Sex-Based Harassment, including whether a violation, if established, would require the removal of a Respondent from campus or imposition of another

disciplinary sanction to end the Sex-Based Harassment and prevent its recurrence;

() The age and relationship of the parties, including whether the Respondent is an employee of the College;

() The scope of the alleged Sex-Based Harassment, including information suggesting a pattern, ongoing Sex-Based Harassment, or Sex-Based Harassment alleged to have impacted multiple individuals;

() The availability of evidence to assist a Title IX Coordinator in determining whether Sex-Based Harassment occurred; and

() Whether the College could end the alleged Sex-Based Harassment and prevent its recurrence without initiating a complaint.

A Complaint of Sex-Based Harassment will be promptly investigated in a fair and expeditious manner. The investigation will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances. Our investigation will be conducted in accordance with this Policy's Complaint Process and may include a private interview with the person filing the complaint and with witnesses. The person alleged to have committed Sex-Based Harassment will also be interviewed.

The investigation process for complaints of Sex Based Harassment enables the Title IX Coordinator to question parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of Sex-Based Harassment. The Title IX Coordinator may choose to place less or no weight upon statements by a party or witness who refuses to respond to questions deemed relevant and not impermissible, however, the Title IX Coordinator must not draw an inference about whether Sex-Based Harassment occurred based solely on a party's or witness's refusal to respond to such questions.

Once the investigation is complete, the College will, to the extent appropriate, inform the parties of the results of that investigation. If it is determined that a violation of this Policy has occurred, the College will

A romantic and/or sexual relationship, consensual or otherwise, between a faculty member, administrator or staff member and a student is looked upon with disfavor and is strongly discouraged. No faculty member shall have a romantic and/or sexual relationship, consensual or otherwise, with a student who is being taught or advised by the faculty member or whose academic work is being supervised or evaluated, directly or indirectly, by the faculty member. No administrator or staff member shall have a romantic and/or sexual relationship, consensual or otherwise, with a student who the administrator or staff member supervises, evaluates, advises, or provides other professional advice or services as part of a College program or activity.

A consenting romantic and/or sexual relationship between a supervisor and subordinate or co-workers may interfere with or impair the performance of professional duties and responsibilities and/or create an appearance of bias or favoritism. Further, such relationships could implicate state ethics laws and/or result in claims of Sex-Based Harassment or retaliation. Therefore, such workpl

- Changes in class, work housing, or extracurricular, or any other activity, regardless of whether there is or is not a comparable alternative;
- Leaves of absence;
- Training and education programs related to Sex-Based Harassment; and
- Other similar measures.

The specific supportive measures implemented and the process for implementing those measures will vary depending on the facts of each case. The College will consider a number of factors in determining what supportive measures to take, including, for example, the specific needs expressed by either party; the severity or pervasiveness of the allegations; any continuing effects on either party; whether the parties share the same classes, dining schedule, transportation, or job location; and whether other judicial measures have been taken to protect either/both parties (e.g., civil protection orders).

In general, when taking supportive measures, the College shall minimize the burden on either party. The College must maintain as confidential any supportive measures provided to either party, to the extent that

- Receive the same level of support at any proceeding before College officials as is permitted to the accused party, including the presence of an advisor during any disciplinary proceeding and the right to be notified in a timely manner of the outcome of such proceedings and any appeal right available;
- Receive full and prompt cooperation from College personnel in obtaining and securing evidence (including medical evidence) necessary for any potential criminal proceedings;
- Have access to existing College counseling and medical professionals, victim support services, and to obtain referrals to off-campus counseling and support services if desired;
- Be permitted to attend classes, work and participate in College activities free from unwanted contact or proximity to the Respondent insofar as the College is permitted and able;
- Be permitted to request changes to an academic schedule if such changes are requested by the alleged victim and are reasonably available; and
- Be informed of any no-contact or no-trespass orders issued to the Respondent by the College and the College's commitment to honor any court-issued restraining or protective orders, to the extent permitted by law.-4(s)-3(ir)5(e)-5(d)-11()] TJETQq0.00000912 0 612 792r(r)4(e/F5 9.96 0 612 792r(r)4

- Will go with a survivor to court;
- Provide one-to-one counseling and support group counseling; and
- Provide primary prevention education; professional training; outreach.

Rape Crisis Center of Central Mass., Worcester, 800-870-5905 Hotline, 888-887-7130 TTY

Rape Crisis Center of Central Mass., Milford, 800-511-5070 Hotline, 508-478-4205 TTY

Boston Area Rape Crisis Center, Cambridge, 1-800-841-8371 Hotline, 617-492-8306 TTY

[YWCA Northeastern Massachusetts](#), (877) 509-9922, TTY: (978) 686-8840

Rape Crisis Services of Greater Lowell, 800-542-5212 Hotline, 978-452-8723 TTY

YWCA North Shore Rape Crisis Center, Lynn, (800) 509-9922 Hotline

A Safe Place, Nantucket, 508-228-2111 Hotline, 508-228-

YWCA, Springfield, 800-796-8711, 413-733-7100 TTY

Filing a complaint under this Policy does not prohibit you from filing a formal complaint with the governmental agencies set forth below.

The purpose of this form is to record information required to initiate an investigation into an alleged violation of the College's Policy on Affirmative Action (PAA). All reasonable efforts will be made to maintain the confidentiality of the parties involved during the complaint procedure in accordance with the PAA.

Retaliation against a student, employee or any other person in the College for filing a complaint or for cooperating in an investigation of a complaint is strictly prohibited. All parties to a complaint may have an advisor (for union employees this may be a union representative) assist them throughout the process.

Date Filed: _____ Date(s) of Alleged Discrimination: _____

A. Name (Print): _____

B. Check One: Student: ___ Employee: ___ Other: _____

Program/Department: _____

C. Type of Prohibited Conduct (please check applicable category(ies)):

- Discrimination Retaliation
 Discriminatory Harassment Sex-Based Harassment

D. Type of alleged discrimination or harassment (please check applicable category(ies)):

- _____ :
- Race/Color Pregnancy or Related Conditions
 National Origin Sex
Age Gender Identity
 Disability --Sexual Orientation

Outline the college's obligation to provide public access to Level 2 (if classified after July 12, 2013) & all Level 3 sex offender information through the STCC police department

Direct distribution of Level 3 notices shall be made to any college department, organization located on campus, or personnel which provide services to children, the elderly, or other vulnerable members of the college community and are likely to encounter such an offender, including, but not limited to: child care centers, early childhood education programs, libraries, fitness center, summer camps, elder care programs, and college run elementary or secondary schools. Community notification must be made within 2 days of receiving notice from the Board of a final classification of a Level 3 offender.

These recommendations establish minimal standards for community notification. A community college may engage in broader community notification efforts as it determines appropriate under the circumstances.

