

September 2021

Annual Security Report 2021
for data year 2020

*As required by the US Dept of
Education and in compliance with 34
CFR 688.46, the Jeanne Clery Act*

Table of Contents

1. Introduction	2
1.a Accessing the Report	3
1.b Clery Geography	3
2. Campus Safety and Security	7
2.a Physical Security	7
2.b Emergency Notifications	8
2.c Emergency Evacuations	8
2.c.1 Final Pass Monitors, Floor Captains, and Exit Monitors	8
2.c.2 Evacuation Procedures	9
2.c.3 Evacuating People With Disabilities	10
3. Reporting Crimes on Campus	10
3.a Campus Security Authorities	11
3.b Whistleblower Policy	12
4. Title IX, VAWA Protections, and Sexual Misconduct	12
4.a Definitions of Prohibited Conduct Under the Title IX Policy	13
4.b Definition of Consent	13
4.c Training and Education	14
4.d Reporting Procedures	14
4.e Confidentiality and Privacy	16
4.f Disciplinary Procedures	16
4.g Community Resources	17
5. Drug and Alcohol Abuse Prevention	19
5.a Standards of Conduct	20
5.b Disciplinary Action	20
5.c Counseling and Treatment Services	21
5.d Boston Area Referral and Treatment Agencies	21
6. Crime Statistics	22

1. Introduction

The New England College of Optometry’s Annual Security Report is released by October 1st of each year. For purposes of this report, “College” refers to both the New England College of Optometry (“NECO”) and its clinical teaching affiliate, NECO Center for Eye Care. The report is issued in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Title II of Public Law 101-542, as amended through 2008, as well as the Violence Against Women Act (Public Law 113-4). For further details, please refer to 34 CFR 668.46 and the related subsections found therein.

For the purposes of this document, the College Community consists of: internal and external faculty, staff, members of the corporation, students, independent contractors, patients, and visitors to the College’s various properties.

The report includes the College’s policies concerning campus safety and security, such as alcohol and drug use, crime prevention, the reporting of crimes, domestic violence, dating violence, sexual assault, stalking, and other matters.

The College’s Annual Security Report also includes crime statistics for the previous three years on campus, on property owned or controlled by the College, and on public property within, or immediately adjacent to and accessible from, the campus. The College maintains crime statistics for its main campus, as well as two NECO Center for Eye Care clinics and clinical teaching facilities under lease or other occupancy arrangements:

Main Campus
New England College of Optometry
424 Beacon Street
Boston, MA 02115

Teaching Clinic and Clinical Training Center
NECO Center for Eye Care Commonwealth
930 Commonwealth Avenue
Boston, MA 02215

Teaching Clinic
NECO Center for Eye Care Roslindale
4199 Washington Street
Roslindale, MA 02131

The Office of Facilities Operations and Administration (“Operations”) is responsible for the preparation of the Annual Security Report, including collecting crime statistics from Campus Security Authorities, the City of Boston Police Department Office of Research and Development, and the Brookline Police Department. Since the College does not maintain residence halls on or

off campus, the statistics should not be relied upon for any reportable events related to areas where students might reside.

By the deadline each year, all employees and enrolled students receive an email regarding the content and availability of the annual security report. The email provides information regarding how to access the report via the NECO website and NECO's intranet ("the Portal"), and how to request a printed copy of the report as outlined below.

Prospective students and employees receive information regarding the availability and access to the report from Admissions and Human Resources, respectively.

1.a Accessing the Report

The Annual Security Report 2021 is posted on the NECO website for public access, as well as the NECO Portal. The Report may be printed in its entirety at the following link on the NECO website¹:

<https://www.neco.edu/about/facts>

To request a printed copy by mail or for more information regarding campus safety, contact the Office of Facilities Operations and Administration at 617-266-2030 or email facilities@neco.edu.

1.b Clery Geography

Maps Key:

Red: On Campus

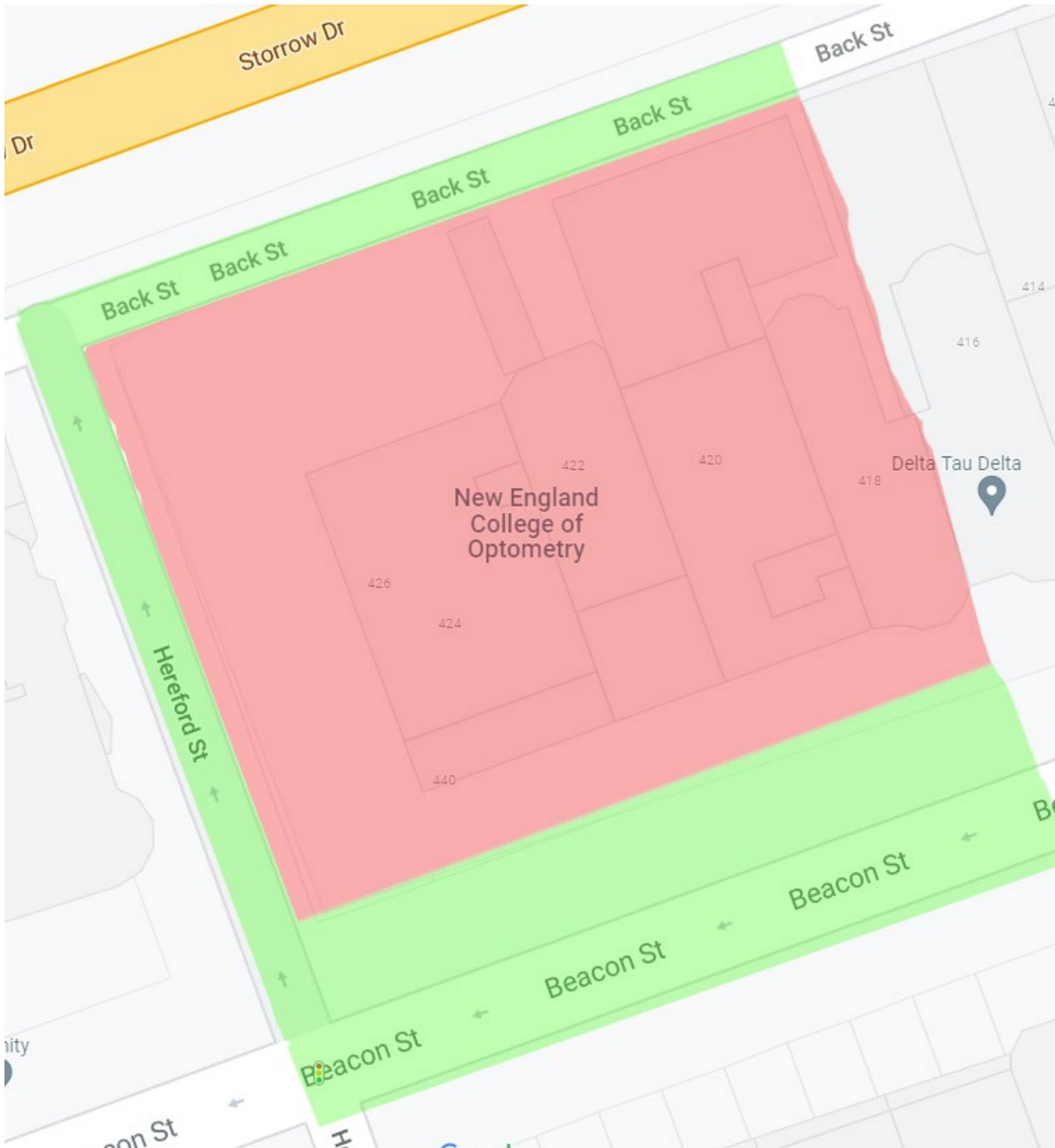
Green: Public Property

Note: The two NECO Center for Eye Care locations are leased spaces within larger buildings. Thus, the Clery Geography represented below is an approximation. For detailed floorplans of the leased space, please contact the Office of Facilities Operations and Administration at 617-266-2030 or email facilities@neco.edu.

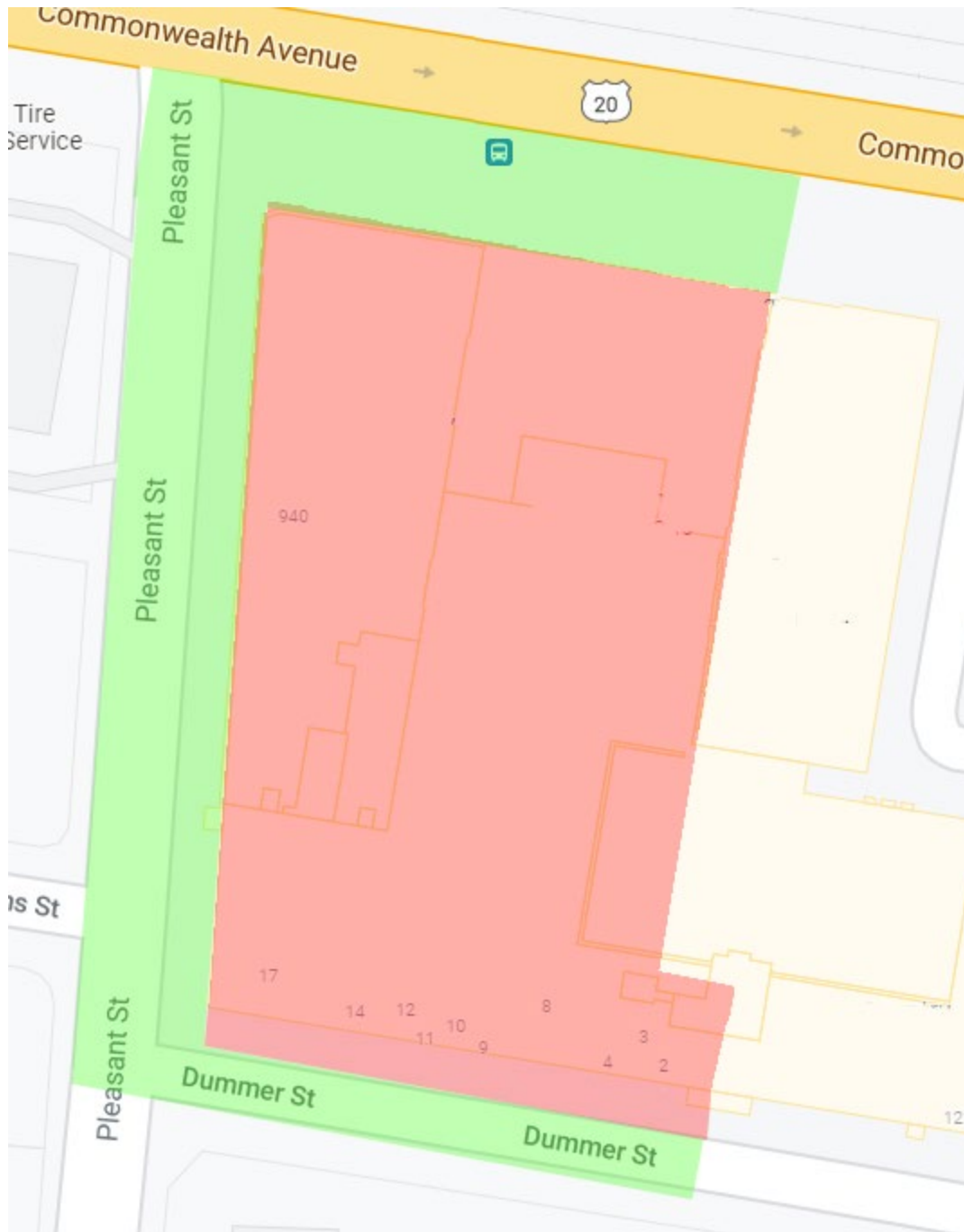
NECO's Clery Geography has been amended following new guidance from the 2021 Clery Act Appendix for FSA Handbook.

¹ NECO is launching a new website in the final months of 2021. All URLs in this document will automatically forward to the correct URL in the new website.

1. Main Campus: 424 Beacon Street, Boston, MA 02115



2. NECO Center for Eye Care Commonwealth: 930 Commonwealth Avenue, Boston, MA 02215
(approximation; see note)



3. NECO Center for Eye Care Roslindale: 4199 Washington Street, Roslindale, MA 02131 (approximation; see note)



2. Campus Safety and Security

The College is committed to creating and maintaining a working, learning, and social environment that is free of violence, and has zero tolerance for threats or acts of violence against members of the campus community, either on campus or at sites hosting College events or programs. Such conduct is subject to disciplinary action up to and including dismissal from employment, expulsion from the College, or civil and/or criminal prosecution, as appropriate.

In the event of an emergency on campus, individuals should immediately dial 911. If 911 is dialed from a NECO landline, designated responders within the organization automatically receive a notification, which allows them to assess the situation and prepare for the arrival of emergency services.

The Office of Facilities Operations and Administration maintains an emergency contact list, which is available to the community on the Portal.

2.a Physical Security

The College makes campus safety a priority. Its professional staff and campus community actively participate in shared responsibilities to help protect personal safety. ID cards are issued to current students and employees, and must be worn at all times while on campus. Visitors to the Beacon Street campus are issued a temporary visitor badge and must be escorted by an active community member all times while on campus.

Critical doors—including 424 Beacon Street’s exterior doors, doors to research labs containing hazardous materials, and clinic doors—are accessible only by individuals with appropriate ID card access, and heavily-vetted leadership with master keys. The Office of Facilities Operations and Administration manages the card access system, as well as the inventory and distribution of master keys.

The College contracts with a professional security guard agency to provide a roving and stationary security guard during evenings and weekends at the 424 Beacon Street and 930 Commonwealth Avenue locations. An in-house Lead Security Guard trains and oversees all contracted guards. Security cameras are installed at strategic points in all three campuses.

The Office of Facilities Operations and Administration makes every effort to issue timely warnings and inform the campus community about incidents of crime as follows:

- When circumstances warrant, crime alerts are distributed via email to the entire College community, posted on the NECO Portal in a timely manner, and/or broadcast over the Emergency PA System at Beacon Street.
- The Office of Facilities Operations and Administration maintains a daily log of all crimes. The log is available for inspection upon written request.

2.b Emergency Notifications

Emergency notifications are used to, “immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus” (34 CFR 668.48(g)). These situations include, but are not limited to:

- Human behavior; campus or community violence
- Natural disasters; severe snow, severe storm, flood, earthquake
- Utility outages and leaks; gas, electric, water
- Hazardous events; toxic substance spills or releases
- Unexpected building closures
- Any other event posing an immediate threat to the campus

The College has an Emergency Notification System (ENS) that sends mobile, voice, and text notifications to students, faculty, staff, and the Board of Trustees during catastrophic events. This system complements other communication protocols used during emergencies, such as email, the emergency public address system, and fire alarms. The ENS will be initiated as quickly as possible to ensure the safety of the NECO community, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Upon notification of an emergency, the Office of Facilities Operations and Administration is responsible for evaluating the situation, informing College leadership, and initiating the ENS. The ENS message contains the location(s) affected, actions needing to be taken by the community, and, if necessary, a promise of follow-up.

Faculty, staff, and students are automatically enrolled in the ENS upon commencement of studies or employment, but may opt out at any time by notifying the Office of Facilities Operations and Administration in writing. The Office of Facilities Operations and Administration tests the ENS system twice a year.

2.c Emergency Evacuations

The College’s Emergency Action Plan is available in its entirety on the Portal. Below are the evacuation procedures for each of the College’s three locations. Evacuations are initiated through activation of the fire alarm, an announcement over the emergency public address system, and/or an ENS notification.

The College performs emergency evacuation drills at least once annually.

2.c.1 Final Pass Monitors, Floor Captains, and Exit Monitors

Final pass monitors and floor captains are responsible for ensuring that the building is fully evacuated before emergency services arrive. Final pass monitors and floor captains must:

- Respond to their assigned floor and begin a “final pass” to ensure that everyone has evacuated. Check all classrooms, labs, offices, bathrooms, and public areas.
- Leave all lights on, doors closed and unlocked.
- Should a person refuse to evacuate, do not argue. Take note of the individual and their location, continue your final pass, and exit the building.

During an evacuation, exit monitors must station themselves at building exits, direct those exiting to the designated evacuation zone, and record the names of the people exiting the building. Once a safe distance away, they will consult with department heads and faculty to ensure all known occupants of the building have evacuated.

Evacuation officials are responsible for keeping community members in the designated evacuation zone a safe distance from the property until Fire Department officials announce the all clear.

2.c.2 Evacuation Procedures

During a fire evacuation from Beacon Street, community members are encouraged to avoid the stairways in the Rotunda and Atrium, as these areas are likely to fill with smoke quickly. The emergency exits are designated to provide clear spaces for people to escape from the building.

Evacuees should follow evacuation routes depicted on the fire exit signs located on the wall next to each stairwell door. Once a classroom or lab is evacuated, the primary faculty member should turn off all electrical and gas devices, and make sure the classroom corridor door is unlocked and closed. The lights should be left on.

No one may re-enter any building until receiving the “all clear” from the Fire Department.

Beacon Street Exits

- Beacon Street Exits: For all exits that bring you onto Beacon St (424, 422, 420, 418 Beacon Street) please exit the building and turn left up Beacon Street and walk past the adjacent building (Delta Tau Delta MIT Fraternity, 416 Beacon Street).
- Hereford Street Exit: After exiting onto the parking lot, cross Hereford Street and wait at the corner of Hereford Street and Beacon Street, in front of the Hooper Mansion (448 Beacon Street).
- Back Street Exit: After exiting onto Back Street, please turn left and walk towards Hereford Street. Be aware of cars while crossing the street and parking lot. Cross Hereford Street and wait at the corner of Hereford Street and Beacon Street, in front of the Hooper

Mansion (448 Beacon Street).

930 Commonwealth Avenue Exits

- 930 Commonwealth Avenue Exit: Exit building, turn left and walk up Commonwealth Avenue. Cross Pleasant Street and stay on the sidewalk.

- Dummer Street Exit: Exit building, turn right and walk up Drummer Street. Cross Pleasant Street and stay on sidewalk.

- Pleasant Street Exits: Exit building and cross Pleasant Street, stay along sidewalk.

4199 Washington Street Exits

- Washington Street (Main Entrance): Exit onto Washington Street/South Street and turn right to walk up South Street. Once at the corner of South Street and Taft Hill Terrace, make your way up Taft Hill Terrace to the rear parking lot.

- Taft Hill Terrace (Back Entrance): Exit onto Taft Hill Terrace and make your way to the rear parking lot.

2.c.3 Evacuating People With Disabilities

Human Resources and Academic Affairs keep the Office of Facilities Operations and Administration aware of community members with permanent or temporary disabilities that would impact their ability to evacuate safely without assistance. In an emergency evacuation, the Operations team is responsible for locating these individuals and aiding them throughout the evacuation event. Individual circumstances and the situation should dictate the best means for evacuating the person(s) needing assistance.

- Where possible, Operations will use communication devices to alert emergency responders to their location and allow them to provide assistance down the stairwells.
- If the situation dictates immediate evacuation, Operations will use the evacuation chairs located between floors in the emergency exit stairwells to lower the person down the stairs and out of the building.

3. Reporting Crimes on Campus

The Office of Facilities Operations and Administration encourages all community members to report crimes and unsafe conditions directly to the Office. Additionally, if you are the victim of a crime, witness a crime or suspicious activity, or observe a potential security problem or safety hazard, and do not require emergency services, immediately notify the Office of Facilities Operations and Administration. Individuals can do so by calling 617-266-2030 or emailing

facilities@neco.edu.

Witnesses or victims of crimes, emergencies, or injuries are encouraged to complete an incident report, which the Office of Facilities Operations and Administration keeps on file for use in preparing this report and for identifying potential trends of unsafe occurrences. All incident reports are stored in a secure location, and are only shared with individuals who need to respond to the incident. The incident report form is available on the NECO Portal.

3.a Campus Security Authorities

While the College prefers that community members report crimes directly to the Office of Facilities Operations and Administration or local law enforcement, the College also recognizes that some individuals might be more comfortable contacting other individuals or offices.

Under the Clery Act, Campus Security Authorities (“CSAs”) include members of an institution’s security department, as well as any, “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” (34 CFR 668.46(a)). The 2021 Clery Act Appendix for FSA Handbook defines an official as any individual who, “has the authority to institute corrective measures for Title IX purposes” (2021 FSA Appendix, 3).

CSAs are required to provide resources to victims and report crimes listed under the Clery Act to the Office of Facilities Operations and Administration, though they are not required to report the identity of the victim. In cases where the community may be at risk, NECO strongly encourages full reporting even if the information is otherwise privileged. In any event, the College respects the victim’s choice under such circumstances.

CSAs receive training for their role at least once annually. This training includes a summary of their responsibilities, resources for crime victims, and an overview of many of the policies included in this Report.

At the time of publication, the following individuals act as the New England College of Optometry’s CSAs:

Title	Name	Phone	Email
Associate Dean, Clinical Affairs	Dr. Kristen Brown	781-831-1353	brownk@neco.edu
Chair, Student Affairs Committee (rotating)	Dr. Benjamin Young	617-396-8599	youngb@neco.edu
Dean/Vice President, Academic Affairs	Dr. Erik Weissberg	617-587-5750	weissberge@neco.edu
Dean, Academic Resources and Administration	Dr. Sandra Mohr	617-587-5608	mohrs@neco.edu
Director, Campus Planning and Facilities	Shawne Gillies	617-413-2512	gilliess@neco.edu

Title	Name	Phone	Email
Director, Owned Clinics and Outreach Services	Dr. Tim Bossie	617-396-8599	bossiet@neco.edu
Executive Director, Human Resources	Joanna Hurier	617-587-5787	hurierj@neco.edu
Manager, Compliance and Safety (Primary CSA)	Mollie Forman	857-301-2777	formanm@neco.edu
Vice President, Professional Affairs	Dr. Gary Chu	617-834-3245	chu@neco.edu

While CSAs are the primary officials responsible for the health and safety of the community, it is the responsibility of every administrator, faculty member, staff member, and student to take any threat of violence or danger seriously. Each threat must be reported to the appropriate authority. Failure to do so may result in disciplinary action.

3.b Whistleblower Policy

Any person, who in good faith files a complaint, testifies, assists, or participates in any manner in an investigation, proceeding, or hearing, shall not be intimidated, threatened, coerced, or discriminated against, no matter how the matter is resolved. The College has instituted a Whistleblower Policy that outlines certain procedures to be followed by any employee who, in good faith, wants to report inappropriate behavior relating to financial or other matters. The Whistleblower Policy is available on the website at:

http://www.neco.edu/pdfs/general/Whistleblower_Policy.pdf.

The contact person is the Chair of the joint Audit and Compliance and Finance Committee of the Board of Trustees, Richard N. Small. He can be reached by email at r.small@neurotechusa.com.

4. Title IX, VAWA Protections, and Sexual Misconduct

The New England College of Optometry seeks to foster an environment that supports its educational mission and is committed to providing a safe learning and working environment for all members of the college community that is free from all forms of discrimination, harassment, sexual misconduct, and related violence. NECO does not discriminate on the basis of sex, gender, or sexual orientation in its education programs or activities and prohibits specific forms of behavior that violate Title IX of the Educational Amendments of 1972 ("Title IX") and/or all other applicable state and federal laws.

Survivors of sexual misconduct are encouraged to take steps to preserve evidence, which may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order.

Policies regarding Title IX and the Massachusetts Campus Sexual Violence Act are available on the public NECO website: <https://www.neco.edu/about/facts>

4.a Definitions of Prohibited Conduct Under the Title IX Policy

Sexual Harassment is defined as unwelcome requests for sexual favors; behavior of a sexual nature where submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment or participation in a NECO-sponsored educational program or activity; conduct that has the purpose or effect of unreasonably interfering with an individual's academic or work performance, as well as creating an intimidating or offensive educational or work environment.

Sexual Assault is defined by The Commonwealth of Massachusetts as "any sexual activity that is forced, coerced, or unwanted" and refers to the crimes of rape and indecent assault and battery.

Relationship Violence encompasses dating violence and domestic violence and can involve current or former intimate partners, spouses, social or dating relationships.

Stalking is conduct directed at a specific person that is unwelcome and would cause a reasonable person to fear for their safety, fear for the safety of others, or suffer emotional distress. Stalking behaviors may include unwanted following or watching, unwelcome gifts, or communications in person, in writing, or via email and social media.

Harassment Based on Sexual Orientation, Gender, or Gender Identity is defined as derogatory comments, actions, or conduct that may include acts of verbal, nonverbal, cyber, or physical aggression, intimidation, or hostility, even if those acts do not involve conduct of a sexual nature. Such conduct is directed toward an individual by virtue of their actual or presumed sexual orientation, gender, or gender identity and humiliates or intimidates them, impede academic or work performance.

4.b Definition of Consent

Consent is a clear and voluntary agreement to engage in specific acts of sexual contact or activity, communicated through mutually understandable words or actions. Consent is freely informed and actively given and can never be assumed or implied.

Incapacitation: Consent is not present when an individual is incapacitated. An Incapacitated individual is someone who cannot make rational, reasonable decisions because they lack the capacity to understand the "who, what, when, where, why, or how" of sexual interaction. This includes a person whose incapacity results from mental disability, sleep, involuntary physical restraint, unconsciousness, or use of alcohol or other drugs. Incapacitation is a state beyond drunkenness or intoxication.

Under legal age, consent is never present if an individual is under the legal age of consent (16 in

the state of Massachusetts).

4.c Training and Education

NECO provides annual training to Title IX-related personnel with responsibilities under the College's Title IX policies, including training to ensure personnel understand the policy and are able to appropriately address allegations, provide accurate information to members of the community, protect the safety, and promote accountability. The Title IX Coordinator ensures that ongoing training and education regarding sex/gender-based harassment, discrimination, and retaliation take place, as well as compliance-related reporting.

All training provided to Title IX coordinators by Institutional Compliance Solutions:

<http://icslawyer.com/community-access/community-access-higher-ed/>

Incoming students will receive training within the first 45 days of matriculation. Annual prevention and awareness training will be provided for all students every fall semester.

4.d Reporting Procedures

The Title IX Coordinator has the primary responsibility for coordinating NECO's efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent discrimination, harassment, and retaliation prohibited under the Title IX policy.

Additionally, the Title IX Coordinator is responsible for:

- Tracking and monitoring incidents, including sex-based discrimination, harassment, retaliation, and other sexual misconduct outlined in this policy;
- Ensuring that NECO responds effectively to each report; and
- Providing appropriate supportive measures to parties involved with or without the filing of a formal complaint.

After an alleged violation of the Title IX policy is reported, the Title IX Coordinator will ensure that the appropriate steps are taken, including providing supportive measures, obtaining an external investigator (when appropriate), assigning advisors (when appropriate), and which resolution process (formal investigation or informal internal resolution) will apply based on the allegations raised. The Title IX coordinator does not participate in the investigation when a formal Title IX complaint is made, the resolution process, or the decision-making regarding the investigation report.

All parties have options, all of which are voluntary, including speaking with a Confidential Resource Advisor, seeking counseling or assistance, making a formal report under the Title IX policy, and/or making a report to law enforcement. NECO recognizes that deciding among these

options is a personal decision, and encourages individuals to seek assistance to explore all potential reporting and support options.

Official reports of sexual misconduct should be submitted to the Title IX Coordinator or Deputy Coordinator:

Joanna Hurier Executive Director Human Resources Title IX Coordinator hurierj@neco.edu Phone: 617-587-5787 Mobile: 617-775-8650	Dr. Gary Chu Vice President Professional Affairs Deputy Title IX Coordinator chu@neco.edu Phone: 617-587-5541 Mobile: 617-834-3245
--	---

Individuals may also report concerns to the following hotlines:

- 617-587-5753
- voice@neco.edu

NECO has an executed Memorandum of Understanding (MOU) with Casa Myrna, a local nonprofit organization, which formalizes the commitment of the parties to work together to provide trauma informed services to individuals within the College's programs or activities who have been impacted by domestic or dating violence, to engage in targeted prevention efforts, and to improve the College's overall response to allegations of domestic violence.

NECO is in the process of executing a MOU with local law enforcement to define each party's role following a report of sexual misconduct.

Forms of sex discrimination that do not fall under Title IX (not based on harassment or violence), and discrimination and harassment based on race, color, nationality or ethnic origin, sex, age, or disability are governed by NECO's Non-Discrimination Policy. In addition, the conduct of students, employees, and faculty is governed by the following policies:

- Student Code of Conduct
- Employee Manual
- Faculty Handbook
- NECO Policy on Consensual Relationships which prohibits romantic and/or sexual relationships between employees and students (undergraduate, graduate or doctoral), and employees and any individual whom that person supervises or evaluates in any manner.

Where conduct involves the potential violation of both the Title IX policy and another NECO policy, NECO may choose to investigate other potential misconduct under the procedures outlined in the Title IX policy.

Upon receiving a report of sexual misconduct, the complainant will be provided with written notice regarding:

- Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community.
- Options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures.
- The individual's rights and options under Title IX.

4.e Confidentiality and Privacy

Confidentiality refers to the legal protection of information disclosed to individuals such as licensed professional mental health counselors, licensed medical professionals, and ordained clergy. Complete confidentiality can only be guaranteed when a concern is shared with a licensed mental health professional such as a professional therapist or counselor, nurse, or doctor, and when the concern does not involve a continuing threat of serious harm to self or others.

Privacy refers to the discretion that will be exercised by NECO in the course of any investigation or other processes under this policy. The Title IX Coordinator(s) will attempt to protect the privacy of reports and proceedings to the extent reasonably possible, however information related to a report of prohibited conduct will be shared in a limited manner with NECO employees who have a need to know in order to assist in the assessment, investigation, and resolution of the report and related issues, and in order to comply with its obligations regarding campus safety and Title IX. NECO will make reasonable efforts to investigate and address reports of prohibited conduct under this policy, and information may be disclosed to participants in an investigation as necessary to facilitate the thoroughness and integrity of the investigation.

The privacy of student education records is governed by the Family Educational Privacy Act (FERPA). NECO complies with all applicable state and federal laws governing confidentiality.

4.f Disciplinary Procedures

NECO follows all investigatory and adjudicatory processes required under Title IX and the 2020 Final Rule (full details may be found in NECO's Title IX policy). Following these processes and the live hearing, the hearing officer will issue a written determination, which must include the following:

- The allegations that potentially constitute prohibited conduct under this Policy;
- A description of all of the procedural steps of the Adjudication Process under this Policy (from receipt of a Formal Complaint to the determination regarding the responsibility of the Respondent, including any notifications of the parties, interviews with parties and

- witnesses, site visits, methods used to gather other evidence, and hearings held);
- The findings of fact supporting the hearing officer’s determination;
 - The conclusion(s) and a rationale as to whether the Respondent is responsible for each allegation;
 - The disciplinary sanctions, if applicable;
 - The remedies, if applicable, designed to restore the Complainant’s access to the education program or activity; and
 - The institution’s procedures and permissible bases for the parties to appeal, if applicable.

The hearing officer will send a copy of the written determination to the Title IX Coordinator, who will then share it with Complainant and Respondent simultaneously.

The following sanctions may be considered and imposed by the hearing officer:

List of possible sanctions for Student Respondents:

- Written Warning
- Training/Counseling
- Probation
- Suspension
- Expulsion
- Withholding or revocation of Degree

List of possible sanctions for Employee Respondents:

- Written Warning
- Training/Counseling
- Employment probation;
- Job demotion or reassignment of duties
- Suspension with or without pay for a specific period of time;
- Dismissal or termination;
- Ineligible for rehire

Sanctions will be determined based on the seriousness of the misconduct and on the individual's prior disciplinary history if any. Sanctions will be communicated to the parties, as appropriate, in writing by the Title IX Coordinator.

Both parties may appeal the hearing officer’s determination. The appeal should be submitted via email to the Title IX Coordinator.

4.g Community Resources

In addition to resources at NECO, survivors are encouraged to utilize community organizations for support:

Boston Police

- 617-343-4250

Casa Myrna Vasquez

- 617-521-0100
- 451 Blue Hill Ave, Boston, MA 02121
- Casa Myrna provides Boston's most comprehensive range of programs to address domestic and dating violence.

Victim Rights Law Center (VRLC)

- 617-399-6720
- 115 Broad Street, Boston, MA 02110
- VRLC is dedicated to serving the legal needs of sexual assault victim. The VRLC provides free legal services, legal training and technical assistance.

Jane Doe Inc. (Massachusetts Coalition Against Sexual Assault and Domestic Violence)

- 617-248-0922
- C/O WeWork 8th floor Suite 800, 745 Atlantic Avenue, Boston, MA 02111
- Jane Doe Inc. is an interactive service locator tool to find sexual assault and domestic violence resources in your area and a map of service providers across Massachusetts.

Fenway Health Violence Recovery Program (VRP)

- 617-927-6202
- VRP provides counseling, support groups, advocacy, and referral services to Lesbian, Gay, Bisexual and Transgender (LGBT) victims of bias crime, domestic violence, sexual assault, and police misconduct.

Asian Task Force Against Domestic Violence

- 24-hour multilingual helpline: 617-338-2355
- Multilingual helpline is staffed by trained advocates who together speak a total of 12 Asian languages and dialects including Chinese (Cantonese, Mandarin, and Toisanese), Hindi, Japanese, Khmer, Korean, Nepali, Punjabi. Callers to ATASK receive crisis intervention, safety planning, emotional support, and information about domestic violence and restraining orders.

Fenway Health Helpline

- LGBT Helpline (ages 25+): 617-267-9001; Toll-Free: 888-340-4528;
- Through Fenway's Helplines, you can receive help, information, referrals, and support for a range of issues including anti-LGBTQ+ harassment and violence.

In addition to the College's internal investigation procedures, an employee or student may file a formal complaint with a state or local antidiscrimination agency, listed below. Using the College's internal discrimination, harassment, or retaliation investigation process will likely result in a

quicker resolution and does not prohibit an employee or student from filing a complaint with outside agencies.

United States Equal Employment Opportunity Commission (EEOC)

- 800-669-4000
- JFK Federal Building, Room 475 Government Center, Boston, MA 02203

Massachusetts Commission Against Discrimination (MCAD)

- 617-994-6000
- One Ashburton Place, Room 601, Boston, MA 02108

United States Department of Education Office for Civil Rights

- Phone: 617-289-0111
- Fax: 617-289-0150
- TTY: 1-800-877-8339
- 5 Post Office Square, 8th Floor, Boston, MA 02109

The Commonwealth of Massachusetts' Sexual Offender Registry Board can be contacted at 978-740-6400 or <http://www.mass.gov/eopss/agencies/sorb/>.

5. Drug and Alcohol Abuse Prevention

As a recipient of federal monies, the New England College of Optometry maintains a Drug and Alcohol Abuse Prevention Policy, in compliance with The Drug Free Schools and Communities Act Amendment of 1989. The purpose of the policy is to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol, and the abuse of alcohol, by students.

In accordance with federal regulations, the policy contains information about the use of drugs and alcohol in relation to:

- The standards of conduct expected by the College;
- Disciplinary actions for violations of the standards;
- Legal sanctions for violating corresponding laws;
- Potential health risks;
- Accessible counseling and treatment services.

This policy is to be distributed to students initially entering the College community and to all students annually. There will be a biennial review of the policy to determine its effectiveness, to implement any necessary changes, and to ensure the consistent application of sanctions for violations of the policy.

The Center for Academic and Professional Achievement requires that all students complete training on drug and alcohol abuse through SafeColleges.com at the beginning of the Fall term.

5.a Standards of Conduct

The College strictly prohibits, on its premises and at all College sponsored functions off campus:

- The possession, use or distribution of illicit drugs, including the inappropriate possession, use, or distribution of pharmaceutical drugs;
- The possession or consumption of alcohol by, or distribution to, persons under 21 years old.

The College reserves the right to restrict the use, distribution, or possession of alcohol on College premises or at any College sponsored functions by persons 21 years old or older. The College also reserves the right to request documentation of age before serving alcohol.

Functions planned for students by employees or students at which alcohol will be served must be pre-approved by the Dean of Academic Resources and Administration at least one month in advance of the event.

At all College functions, non-alcoholic beverages must be provided and located in a visible area separate from alcoholic beverages.

Food must always be available at all College functions where alcohol is served.

The College expects employees and students to create and maintain a professional and educational environment that is safe and healthy and encourages responsible conduct. Furthermore, the College holds employees and students responsible for the consequences of using or distributing illicit drugs, and serving or consuming alcohol.

5.b Disciplinary Action

Reports of suspected violations of the Drug & Alcohol Abuse Prevention Policy by employees and students will be responded to by College administration.

Disciplinary action will be imposed on students who violate the Drug & Alcohol Abuse Prevention Policy and may include immediate suspension or dismissal from the College as well as affect the student's eligibility for financial aid. Please see www.FAFSA.gov for further information.

Students violating local, state, or federal laws regarding drugs and alcohol on College premises or at College functions are not exempt from the corresponding legal sanctions. Disciplinary action taken by the College for legal violations may include a referral to local authorities for prosecution, the sanctions listed above, and/or mandatory completion of an appropriate rehabilitation program as a condition of continued student status.

5.c Counseling and Treatment Services

All students are required to purchase or have an equivalent health insurance plan. Mental health services are considered essential health benefits and should include behavioral health treatment, behavioral health inpatient services, and substance abuse treatment. Students should visit the Center for Academic and Professional Achievement to discuss insurance plans purchased through the school and local agencies providing behavioral health treatment options. For emergency service, call 911 or go to the closest emergency room.

5.d Boston Area Referral and Treatment Agencies

Listed below are randomly selected agencies providing referrals and/or rehabilitation services. The list does not represent recommendations for any particular programs. It is advisable to check with your doctor and health insurance provider for individual referrals.

- National Council on Alcoholism and Drug Dependence - provides education, information, help, and hope to the public. It advocates prevention, intervention, and treatment through a nationwide network.
- Drug & Alcohol Hotline - (800) 327-5050
- Massachusetts Substance Abuse Information and Education - Find a treatment center, learn how to get help and information for family and friends.
- High Point - (800) 233-4478
- ADCare Recovery - (617) 227-2622

6. Crime Statistics

Each October the College files a campus crime data report for the preceding calendar year with the U.S. Department of Education. This report is required of all postsecondary institutions that receive Title IV funding (i.e. those that participate in federal student aid programs) as required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, and the Violence Against Women Act.

The College's reports may be found at <http://ope.ed.gov/security/Index.aspx>. Then click "Get data for one school." There are separate reports for each of the following locations:

- Main Campus: 424 Beacon Street, Boston, MA 02115
- NECO Center for Eye Care Commonwealth: 930 Commonwealth Avenue, Boston, MA 02215
- NECO Center for Eye Care Roslindale: 4199 Washington Street, Roslindale, MA 02131

The statistics represent alleged criminal offenses, both on campus and on public property, reported to the Office of Facilities Operations and Administration and/or the Boston or Brookline Police Department. Therefore, the data collected does not necessarily reflect prosecutions or convictions for crime. The site contains a glossary that provides definitions for the various crime and the geographic categories presented in the reports.

For the calendar years 2018, 2019, and 2020 the statistics for crimes as reported to the Office of Facilities Operations and Administration are as follows:

BALANCE OF THIS PAGE IS INTENTIONALLY BLANK

Main Campus Crime Statistics: Criminal Offenses

Criminal Offense	2018		2019		2020	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0

Main Campus Crime Statistics: Hate Crimes

Hate Crimes	2018		2019		2020	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0
Larceny/Theft	0	0	0	0	0	0
Threats/Intimidation	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0

Main Campus Crime Statistics: VAWA Offenses

	2018		2019		2020	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
VAWA Offenses						
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0

Main Campus Crime Statistics: Arrests and Disciplinary Actions

	2018		2019		2020	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Arrests and Disciplinary Actions						
Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0

Main Campus Crime Statistics: Unfounded Crimes

	2018	2019	2020
Unfounded Crimes	1	0	0

Commonwealth Campus Crime Statistics: Criminal Offenses

Criminal Offense	2018		2019		2020	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	1	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0

Commonwealth Campus Crime Statistics: Hate Crimes

Hate Crimes	2018		2019		2020	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0
Larceny/Theft	0	0	0	0	0	0
Threats/Intimidation	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0

Commonwealth Campus Crime Statistics: VAWA Offenses

	2018		2019		2020	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
VAWA Offenses						
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0

Commonwealth Campus Crime Statistics: Arrests and Disciplinary Actions

	2018		2019		2020	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Arrests and Disciplinary Actions						
Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0

Commonwealth Campus Crime Statistics: Unfounded Crimes

	2018	2019	2020
Unfounded Crimes	1	0	0

Roslindale Campus Crime Statistics: Criminal Offenses

Criminal Offense	2018		2019		2020	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	1	0	0	0	0
Aggravated Assault	0	2	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0

Roslindale Campus Crime Statistics: Hate Crimes

Hate Crimes	2018		2019		2020	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0
Larceny/Theft	0	0	0	0	0	0
Threats/Intimidation	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0

Roslindale Campus Crime Statistics: VAWA Offenses

	2018		2019		2020	
VAWA Offenses	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0

Roslindale Campus Crime Statistics: Arrests and Disciplinary Actions

	2018		2019		2020	
Arrests and Disciplinary Actions	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Weapons: Carrying, Possessing, etc.	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0

Roslindale Campus Crime Statistics: Unfounded Crimes

	2018	2019	2020
Unfounded Crimes	0	0	0