

2024 Annual Security and Fire Safety Report

POLICIES | SAFETY TIPS | SERVICES | STATISTICS

A Guide for keeping New England Institute of Technology Safe

New England Institute of Technology
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o Con n

Message from the Director of Public Safety Preparation of the Annual Security and Fire Safety Report

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2024 Annual Security and Fire Safety Report

New England Institute of Technology (NEIT), in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and the Higher Education Opportunity Act, publishes this report to inform its students, employees, and community about campus security policies, NEIT's campus crime statistics, and campus safety initiatives and resources. The 2024 Annual Security and Fire Safety

EMERGENCY

Any time an immediate response is needed on campus, call 911. After calling 911, immediately call NEIT Public Safety at 401-234-5555 or at extension 5555 for additional response.

Members of the NEIT community, as well as our visitors, are encouraged to accurately and promptly report suspicious behavior, hazardous conditions, criminal activities, or an emergency situation to the NEIT Department of Public Safety (DPS):

NEIT on Campus Non-NEIT on Campus Off-Campus

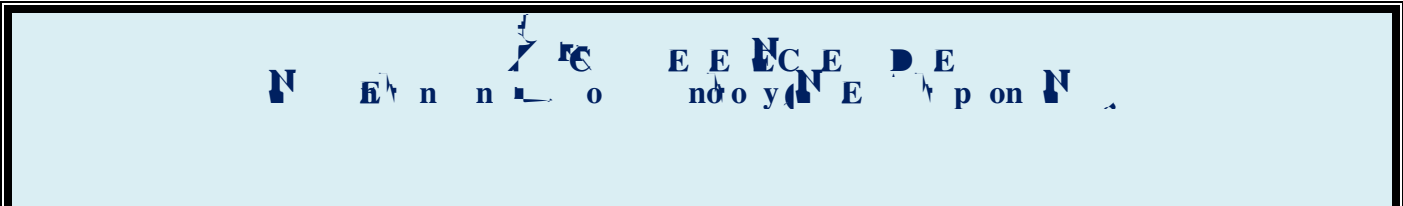
Report by location:

On-Campus
401-780-4706

Non-Campus
401-780-4705

Off-Campus
401-780-4707

Any criminal action should be reported to NEIT DPS immediately. If a criminal action is witnessed and the victim of the crime elects or is unable to make such a report, any witnesses should report the criminal action to DPS.



Emergency 911

NEIT Security Operations Center
On-Campus

EMERGENCY ANNOUNCEMENTS

NEIT will make timely warning notifications to the campus community on any potentially dangerous activity on or near campus which represents a serious or continued threat to students and employees on campus or in the immediate area. Names of victims in such reports shall be withheld as confidential.

In addition to notification through Rave Emergency Notification System (ENS), NEIT, as appropriate, will issue timely warnings via the university e-mail system, in-class announcements, or other appropriate means (Reports). Any such Reports shall be provided to students and employees in a timely manner.

A timely warning notification may be issued after the Executive Vice President c

failure, an uncontrolled hazardous substance incident or environmental release, contagious disease outbreak (pandemic), domestic water contamination, death on campus, bomb explosion, demonstrations or other disturbances.

A disaster is a community wide emergency that seriously impairs or halts the operations of the institution. External emergency services would be essential but not always available. Examples include a hurricane, earthquake, major flooding, tornado or terrorist attack. Regional, state or federal assistance may be required in order to recover.

Level 1 Emergency

- Responders:
- Director of Auxiliary Services
 - Director of Public Safety
 - Facilities Manager
 - Environmental, Health and Safety Officer, as necessary
 - Notification to the Emergency Director as necessary
 - EOG if activated

- Responders:
- EOG
 - EPG
 - Emergency Director
 - Other NEIT Personnel as necessary
 - Outside Emergency Service Providers and Agencies as necessary

Responders: The same responders as a Level 2 Major emergency. In addition, the Emergency Director may direct that an Emergency Operations Center (EOC) be activated to assist the University in dealing with the emergency by bringing together the people and resources needed in one location to provide a means of centralizing communications and the flow of information between EOG & EPG members and outside emergency response personnel. In the event that the Emergency Director determines that activation of the EOC is necessary, members of the EPG & EOG will be notified to report to the EOC. The goal is to have the EOC operational within ninety minutes of activation if members are responding from home. The EOC should be operational within fifteen minutes during a school day emergency. If the EOC is made operational, an on-scene command post may also be needed.

Emergency Recovery

Once an incident has been stabilized, the recovery process can begin to return the university to normal operations. The EOG will recommend an action plan to the EPG on the best course of action. Once restoration efforts are underway the EOG will recommend to the EPG an orderly process and time frame to reopen the university.

Information will be provided to the media section for dissemination on the university web site or RAVE mass notification system as appropriate.

X Level 2 Emergency

In the event that a situation arises on campus that in the judgment of NEIT’s administration constitutes an ongoing or continuing threat to the health or safety of students and/or employees, the institution will,

notification and initiate a campus wide “emergency notification” through NEIT’s *Rave Emergency*

- o ***Prior to an Emergency Situation*** Every employee and student should familiarize him/herself with the emergency exits and evacuation routes from his/her respective area.

- **n A s o n**

When a fire alarm sounds, do the following:

- a. Evacuate the building quickly. Faculty and supervisors should ensure the orderly evacuation of students and employees.
- b.



X Fire Alarm

All faculty and staff should familiarize themselves with the location of fire alarms and fire extinguishers in the areas they occupy.

n C o If you observe a fire, do the following:

- a. Activate nearest wall-mounted fire alarm.
- b. Attempt to extinguish the fire using a fire extinguisher **ONLY** if you are trained in the use of hand-held fire extinguishers and can do so **WITHOUT ENDANGERING YOUR SAFETY**. (Public Safety and Auxiliary Services are to be notified of all small fires which have been extinguished by campus personnel and any extinguisher used. Do not re-hang fire extinguishers.)
- c. If one portable extinguisher does not put the fire out, you should **LEAVE THE AREA AND CLOSE DOORS**.
- d. Evacuate the building (see evacuation procedures above). **DO NOT USE ELEVATORS** and keep clear of the exits.
- e. Call 911 and state the building and address you are at. (NOTE: All calls will show the building address but will not show the individual office.)
- f. To contact Public Safety from an NEIT extension, dial: 5555 from an outside phone, dial: 234-5555
- g. Report if anyone is suspected of being in the building after the general evacuation to Public Safety, Police or Fire Departments.

n A Fire alarms are located near exits in all NEIT buildings. Signs labeled "Exit" are posted above the doors in all areas of the building where the exit way is not immediately visible to occupants; they point to the exit to be used. If the fire alarm

DPS Officers patrol the East Greenwich campus on foot and in a marked vehicle 24/7. DPS Officers at the Post Road and Access Road campus patrol the inside of their perspective campuses and monitor video surveillance for any breeches. Each campus, Post Road, Access Road and East Greenwich may have individual business hours, and the hours may vary at different times of the year. The University often hosts invited guests, and visitors to each campus. Academic buildings stay open during normal business hours and often into the evening hours for night classes or activities. Only students, their registered guests, necessary University employees, and others specifically authorized by the U

respecting Schedule III and IV controlled substances (RIGL § 21-28-4.01).

Possession of controlled substance in absence of valid prescription

Imprisonment for not more than 3 years and/or a \$500 to \$5,000 fine for violators respecting Schedule I, II, III, IV and V controlled substances (RIGL § 21-28-4.01).

Distribution to persons under age 21

Depending upon the controlled substance involved, a first offense may be punishable by a prison term of no more than life and a fine of not more than \$500,000. (21 USC § 859).

Alcohol

Possession by a minor

For a first offense, a fine of \$100 - \$500. For a second offense, a fine of \$200-\$500. For a third and subsequent offenses, a fine of \$300 - \$500. (RIGL § 3-8- 10).

Purchasing alcohol for, or procuring alcohol for a minor

possession, use or distribution of illegal drugs or alcohol will be rendered after investigation by the Executive Vice President or his/her designee.

Any student or employee who receives a disciplinary sanction or is convicted of unlawful possession or use of illegal drugs or alcohol on school property or at any NEIT activity will be encouraged to complete an appropriate rehabilitation program at a public or private facility.

HELP IS AVAILABLE

Breaking free of the cycle of abuse is a difficult move for the drug user or alcoholic. But help is nearby - within NEIT and within your community. When the user reaches out for help, everyone benefits from better relationships, health and safety, and the ability to work together as a team.

Within NEIT, all faculty, students and staff are invited to use the confidential resources of the Office of Student Support Services. NEIT'S Director of Student Life will act as a resource person to refer individuals to private and public sources of assistance.

Most communities offer a wide variety of free resources. They include groups such as Alcoholics Anonymous, hospitals or mental health centers, social service agencies, and private therapists.

National Institute on Drug Abuse Hotline:
1-800-662-HELP
<http://www.nida.nih.gov/>

Alcoholics Anonymous:
(401) 438-8860
<http://www.alcoholics-anonymous.org>

National Council on Alcoholism and Drug Dependence:
1-800-NCA-CALL <http://www.ncadd.org>

X C E A S C S A N D P A Y C E

NEIT maintains a daily crime log by date, crimes reported that occurred on campus, in a non-campus building or property, or on adjacent public property. The Director of Public Safety makes a determination as to which crime classification to assign to a reported incident using the definitions of crimes found in the Federal Bureau of Investigation's Uniform Crime Reporting Guidelines (UCR) and makes the determination as to whether a particular crime can be classified as a "hate crime" by using the UCR definition of the term. The statistics and any additions or changes to policy or informational statements are compiled and published in the Annual Security and Fire Safety Report and distributed to all students and employees by e-mail. Incidences of criminal offenses reported by campus can be found in Appendixes A, B and C at the end of this report.

This information is provided as part of NEIT's commitment to student and employee safety. It reflects crime statistics which have been reported to NEIT's Clery Compliance Coordinator by Campus Security Authorities (CSAs) and crimes reported to the Warwick Police and the East Greenwich Police. CSAs are those with administrative and/or supervisory responsibilities on campus. They include Student Advisors, Residential Life Professional Staff, Resident Assistants, Student Activities Professional Staff, the Director of Fitness Center and Recreation, and Public Safety Personnel

C. The Department of Public Safety Communications Center (DPSCC) maintains a daily, computer aided crime log of any crime that occurs on campus, on adjacent public property or on non-campus property used by NEIT. The crime log includes nature, date, time and general location of each crime as well as the disposition of the complaint, if known. New information made available to Public Safety will be added within two business days. The log is available for public inspection at the DPSCC during business hours (except for information in which disclosure of the information is prohibited by law

or would jeopardize the confidentiality of the victim).

XX **EA EY E** **NCA S EDES**

By October 1 of each year the NEIT Department of Public Safety will make the “Annual Security and Fire Safety Report” available to all students, prospective students, and employees. A copy of the Fire Safety Report will be distributed to all current students and employees via email. Also, a paper copy of the report will be provided upon request to the Department of Public Safety.

• The Department of Public Safety maintains a Fire Log that includes the nature, date, time, and general location of every fire that occurs in an on-campus student housing facility. Entries or additions to the log must be made within two business days of receipt of the information. The log is available for the most recent 60-day period for inspection during business hours on weekdays. Older portions of the log will be made available within two business days of a request for public inspection.

E A S CS **3**

Meltzer Hall	Total number of Fires in Meltzer Hall	Total number of Fires outside Meltzer Hall	Cause of Fire	Number of injuries related to a fire that result in treatment at medical facility	Number of deaths related to a fire	Value of property damage caused by fire
0	0	0	0	0	0	0

D **FL EDAL EES** **EN L CA S -** **3**

1. January 11, 2023,
2. April 6, 2023,
3. July 26, 2023,
4. October 5, 2023

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Fire evacuation protocol and procedures training for residence hall directors and assistants is provided by the Environmental Health & Safety Officer. In the residence hall, this training provides instruction on procedures to be followed in case of a fire and distribution of information on the university’s fire safety policies. Following fire drills, students are also advised on these procedures by Residence Life Staff. Introduction to the fire systems in the residence hall can be provided by Facilities Management.

No training is provided to students or employees in fire-fighting suppression activity, as this is inherently dangerous. Each community member’s only duty is to exit safely and quickly, shutting doors along their

the elevator, across from the main stairway (north side) on each floor and are marked with an “Evacuation Assistance Location” sign.

Anyone at the Evacuation Assistance Location should call (401) 234-5555 and inform NEIT Public Safety of their location. Have another resident inform Public Safety or a First Responder if you don’t have a phone with you.

If residents and guests with a mobility impairment cannot safely move to the Evacuation Assistance Location, they should return to their room, close the door and notify NEIT Public Safety of their location. If it isn’t possible to notify Public Safety, move to the window and signal for assistance.

EMERGENCY EXITS

Hallways, corridors, and stairways are all considered part of the emergency exits and must remain clear and unobstructed at all times. No personal items, including bicycles, can be stored in hallways or stairways. Items will be confiscated at the owner’s risk.

Furniture or partitions of any kind cannot obstruct the means of egress, as these items may inhibit students from escaping rooms in case of a fire. Furniture must be kept against the room walls and must not obstruct the door or heaters.

The hanging of any combustible materials such as paper or cardboard in hallways and common areas is not

Meltzer Hall also has a manual standpipe system in each of the three stairwells for use by firefighters. There are twenty-one fire extinguishers located within the public and utility spaces of the building. The extinguishers are serviced semi-annually by a service professional and are inspected monthly by the Environmental Health & Safety Officer.

The fire alarm and other safety features of the building are powered by a generator in the event of a power failure. The University is committed to keep all systems current with technological improvements and compatible with other new systems installed on campus.

§ D E §

E E CA

NEIT prohibits all electrical wiring other than that which it provides.

Extension cords are not allowed. UL approved power strips with a surge protector are allowed.

Decorative LED string lights (miniature) are allowed. Not more than three (3) sets may be used in any room.

RESIDENT LIFE AND SAFETY

Residence Life staff will periodically inspect all student rooms for health and safety violations at any time without prior notice to the student. If any serious violation is found, the staff will take immediate action to correct it, including confiscation of items or property. Less serious violations will result in a notice of violation, and the student will be given 48 hours to make the needed correction. In some instances, occupants of the room may face disciplinary actions for fire safety violations.

DISCIPLINARY ACTION AND FINES

Students who violate the Fire Safety Policy for Resident Students will face disciplinary action up to and including dismissal. In addition, the following fines will be imposed for each violation of the following:

- \$500 for pulling a fire alarm when there is no fire.
- \$150 for obstructing or tampering with a fire alarm or firefighting equipment; and
- \$25 for possession of a candle, incense, warmer, flammable liquids, or flame lamps.

Students will also be responsible for the cost of any damage that occur as a result of their violation of the Fire Safety Policy for Resident Students.

Information: The University will continue campus wide fire alarm system upgrades and testing.

SAFETY RESOURCES (FOR EMERGENCIES, FIRST CALL 911 FOLLOW UP WITH A CALL TO PUBLIC SAFETY)



Emergency Services
General Information: 401-884-2244

Security Services
401-739-5000 EXT-3441

Office of the President 401-255-8868

Admission Services 401 255-5529-

Residence Life
General Information: 401-468-4200

Public Safety
General Information: 401-468-4000

Emergency Services
General Information: 401-886-8688

Office of the President
General Information: 401-444-1000

Dyn (Sexual Assault/Domestic Violence)
1-800-494-8100

Behavioral Health (Mental Health Center)
401-738-4300

Student Emergency
401-714-2388
Suicidal Behavior 401-272-4044

XX MISSING PERSON POLICY

The purpose of this policy, in compliance with the Higher Education Opportunity Act of 2008, is to provide students with procedures and information for reporting a missing person. The policy applies specifically to students who reside in NEIT's Meltzer Hall.

Con on

Resident students who are 18 years of age or older, or who are emancipated minors, have the option, upon moving into Meltzer Hall, to esry a specific o t person who wil be notif ied, by Public Safety or a local law enforcement agency, within 24 hours of a determination that a student is missing. The identity of that co u9916act person wil remain co idential with the exception of law enforcement and staff designaed to respond to missing person reports.

For resiu9916 students under the age of 18 and not emancipated minors, NEIT is required to notify a custodial parent or guardian within 24 hours of the time a studet is reported missing.

No u9916 o u9916 on

If a stu-p u9916 is believed u9916o be missing, defined as an individual who has not been seen or heard from for 24 hours or more and whose whereabouts is unknown, a report should be made to one of t9947(nd)(t)-4(ua99825(f)685oI-3.3.

XX EX E N , N E A N , AN EANC E C , E

NEIT has adopted grievance procedures that provide for the prompt and equitable resolution of complaints

Sex Discrimination means discriminatory conduct on the basis of sex, sex stereotypes, or sex characteristics; pregnancy or related conditions; sexual orientation; gender identity; or current, potential, or past parental, family, or marital status. That results in an individual being excluded from participation in, being denied the benefits of, or otherwise being subjected to discrimination under any academic, extracurricular, research, occupational training, or other education program or activity operated by a recipient that receives federal financial assistance; Unless such exclusion, denial, or discrimination is permitted under applicable law.

D **Discrimination**

The **X** **C** **o** **o** **r** **d** **i** **n** **a** **t** **i** **o** monitors the university's compliance with Title IX and NEIT's education program or activity for barriers to reporting information about conduct that reasonably may constitute sex discrimination under Title IX. The Title IX

incapable of giving consent because of

Title IX coordinator.

Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of NEIT with actual knowledge is the Respondent. The mere ability or obligation to report Title IX Prohibited Conduct or to inform a student about how to report Title IX Prohibited Conduct, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of NEIT.

Consent is defined as the act of knowingly and affirmatively agreeing to engage in a sexual activity. Consent must be voluntary. An individual cannot consent who is under the age of sixteen (16); or who is incapacitated* or substantially impaired**4mdoes ni a1 does f T

Resource for consultation regarding reports of Title IX Prohibited Conduct or other offenses, and those individuals are not required to report to or share any information with NEIT. Consultation with Confidential Resources does not constitute notice to NEIT.

no report of Title IX Prohibited Conduct There is no specific time frame for individuals who have experienced Title IX Prohibited Conduct to make an initial report pursuant to this process. Individuals are, however, encouraged to make a report soon after the incident in question in order to maximize NEIT's ability to investigate and reach a finding because NEIT's ability to respond fully may be limited with the passage of time. All university employees are mandated reporters and, when an individual reports a Title IX violation to them, they need to report the incident to the Title IX Coordinator.

If an individual believes that they are the victim of sex-based harassment, particularly cases involving sexual assault, dating violence, domestic violence or stalking, they should take steps to stay safe:

1. Find a safe place and call the police or the Department of Public Safety
2. Seek immediate medical attention. A medical examination is important to preserve evidence and also to treat injuries or sexually transmitted diseases. Getting a medical exam does not require the individual to report the incident to law enforcement, but the exam will stay as part of the medical record should the individual choose to report in the future.

prompt report of Title IX Prohibited Conduct Any person, a victim, a witness or an authorized legal representative with the legal right to act on behalf of a complainant, may report Title IX Prohibited Conduct to the Title IX Coordinator, regardless of whether the person reporting is the person alleged to be a Complainant. Such a report may be made at any time (including during non-business hours) by telephone, electronic mail, or mail, using the contact information listed for the Title IX Coordinator below.

A reporting party may request that NEIT not investigate and/or adjudicate the report under the formal complaint procedures described herein. NEIT will make all reasonable efforts to honor the Complainant's request. However, in certain circumstances, NEIT may have to pursue a formal complaint. These circumstances include, but are not limited to, instances when NEIT has received multiple reports of misconduct by the same individual or when the conduct reported poses a compelling risk to the health and safety of the NEIT community.

Upon receiving a report of sexual harassment, if the Title IX Coordinator is made aware of the identity of a Complainant, the Title IX Coordinator or designee will make all reasonable efforts to promptly contact the Complainant to discuss the availability of supportive measures (see Section "X" below), consider the Complainant's wishes with respect to supportive measures, inform the Complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the Complainant the process for filing a formal complaint. For purposes of this policy, NEIT will be deemed to have Actual Notice of allegations only when notice of said allegations are made to the Title IX Coordinator or to a NEIT official who has authority to institute corrective measures on behalf of NEIT.

Upon receiving a report of sexual harassment, if the Respondent is unknown or is not a faculty, staff, or student member of NEIT, the Title IX Coordinator will make all reasonable efforts to provide the Complainant with supportive measures, as well as information and options regarding potential criminal processes. The Title IX Coordinator may also take appropriate actions to protect the Complainant, such as providing assistance in obtaining no-trespass and restraining orders. If requested, NEIT will assist in filing/applying for orders of protection, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

Prison Individuals who have experienced criminal violations are encouraged to report the incident to local law enforcement and have the option to do so. Formal reporting options include contacting the police department in the jurisdiction in which the incident occurred. If a Complainant chooses to report to law enforcement or pursue a criminal process, the Complainant may pursue a civil lawsuit. 5.456 Q Q .9852.006(cf)-139.987(t)-5.45115(a)20.0089(1)6J -217..995(1)-9852.00

NEIT's response will treat Complainants and Respondents equitably by offering supportive measures as defined above, and by following a grievance process before the imposition of any disciplinary sanctions or other actions that are not supportive measures. Both the Complainant and Respondent involved in either an informal or a formal resolution process have a right to receive supportive measures from NEIT.

Training for Title IX Personnel

The Title IX Coordinator(s), Investigator(s), Decision-Maker(s) (For purposes of this policy, the Appeal Officer is a Decision-Maker), and Facilitator(s) of Informal Resolution Processes receive training on:

- Prohibited behaviors as defined in this policy, including Title IX Sexual Harassment.
- The scope of NEIT's education program or activity as it relates to Title IX complaints.
- How to conduct the informal resolution process and formal complaint grievance processes under this policy, including investigations, appeals, and informal resolution processes as applicable.
- How to serve impartially, including avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

The Decision-Maker(s) will receive additional training on:

- Issues of relevance of questions and evidence, including when questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant.

The Investigator(s) will receive additional training on:

- Issues of relevance to create an investigative report that fairly summarizes relevant evidence.

Any materials used to train will not rely on sex or other stereotypes and will promote impartial investigations and adjudications of formal complaints.

All Title IX training materials will be posted on NEIT's website as a part of its recordkeeping in accordance with law. (See "Recordkeeping" section below.)

In addition to the afore-mentioned trainings, NEIT also offers primary prevention and awareness programs, as well as educational programs and campaigns for students and employees to promote the awareness of discrimination and harassment, including dating violence, domestic violence, sexual assault, and stalking.

As required by the Clery Act, the Grievance Process will also be implemented by officials who, at a minimum, receive annual training on relevant issues related to sexual assault, dating and domestic violence,

individual Complainant or Respondent.

The parties are expected to promptly report concern(s) regarding conflict of interest or bias regarding the above listed personnel to the Title IX Coordinator as soon as reasonably possible once they become aware of the conflict of interest or bias. Upon receiving a report of conflict of interest or bias, NEIT will evaluate the report, and if it is determined that a conflict of interest or bias exists, NEIT will appoint another individual to serve in the role.

Formal Complaint

A Complainant may file a formal complaint alleging Title IX Prohibited Conduct against a Respondent and requesting that NEIT investigate the allegation of Title IX Prohibited Conduct. A Complainant also has the option to elect to proceed with an informal resolution process, rather than an NEIT investigation, if both parties have voluntarily agreed to do so and have met the requirements described in the “Informal Resolution Process” section below.

proved; B) did not occur in NEIT's education program or activity; or C) did not occur against a person in the United States. If any of those circumstances exist, NEIT shall dismiss the formal complaint with regard to that conduct for purposes of Title IX Prohibited Conduct under this policy. Such a dismissal shall not preclude action under other provisions of NEIT's code of conduct.

In addition to the reasons for dismissal described in the paragraph above, NEIT may dismiss a formal complaint or any allegations therein, if at any time during the investigation or hearing: A) a Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the formal complaint or any allegations therein; B) the Respondent is no longer enrolled or employed by NEIT; or C) specific circumstances prevent NEIT from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon a dismissal required or permitted pursuant to this section, the Title IX Coordinator will promptly send written notice of the dismissal and reason(s), therefore simultaneously to the parties. Both parties will be given the opportunity to appeal the dismissal (see Appeals section below).

Informal Resolution

Once a formal complaint has been filed, at any time prior to NEIT reaching a determination regarding responsibility (See Section "XVIII"), the parties may request that NEIT facilitate an informal resolution process. Informal resolution does not involve a full investigation and adjudication like the formal grievance

information in bad faith does not constitute retaliation prohibited under this policy, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement or provided materially false

Both the Complainant and Respondent have the right to meet separately with the Investigator.

Both the Complainant and Respondent are permitted to provide names of potential witnesses to the Investigator. The Investigator will determine which of those potential witnesses, or other persons, may have relevant information about the alleged conduct; and the Investigator may request statements, either orally or in writing.

Both the Complainant and the Respondent are permitted to provide other relevant evidence to the Investigator. For instance, evidence may include any facts or information presented in support of or opposition to an allegation, including text messages, email exchanges, timelines, receipts, photographs, etc. The Investigator may also consider additional documents, items, or other relevant information.

All parties will be given an equal opportunity to

Enquiry Questions about or evidence of a Complainant's sexual predisposition is never considered relevant for the purposes of an investigative report or questioning.

Questions about or evidence of a Complainant's sexual history are only considered relevant for the purposes of an investigative report or questioning if:

-

The determination regarding responsibility becomes final either on the date that NEIT provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an

on

NEIT shall make reasonable modifications to its policies, practices, or procedures as necessary to prevent sex discrimination and ensure equal access to NEIT's education program or activity. Each reasonable modification shall be based on the student's individualized needs. In determining what modifications are required hereunder, NEIT shall consult with the student. A modification that would fundamentally alter the nature of NEIT's education program or activity is not a reasonable modification.

The student has discretion to accept or decline each reasonable modification offered by NEIT. If a student accepts NEIT's offered reasonable modification, NEIT shall implement it.

Reasonable modifications may include, but are not limited to, breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom; intermittent absences to attend medical appointments; access to online or homebound education; changes in schedule or course sequence; extensions of time for coursework and rescheduling of tests and examinations; allowing a student to sit or stand, or carry or keep water nearby; counseling; changes in physical space or supplies (for example, access to a larger desk or a footrest); elevator access; or other changes to policies, practices, or procedures. No

on y o p n o p po on o p o y NEIT shall allow the student who has informed NEIT of such student's pregnancy or related condition to voluntarily access any separate and comparable portion of the recipient's education program or activity as required by law.

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E *oy*

Pregnancy or related conditions.

Appendix A

Remedies for Respondents

A. Remedies

Following a determination of responsibility under the formal Title IX Grievance procedure that the Respondent engaged in Title IX Prohibited Conduct directed at the Complainant, remedies are provided to a Complainant. Remedies must be designed to restore or preserve access to NEIT's educational program or activity. Remedies may include disciplinary sanctions or other actions against a Respondent. They may include the same individualized services as those offered as supportive measures; however, remedies need not be non-disciplinary or nonpunitive and need not avoid burdening the Respondent.

The Decision-Maker(s) will decide on the remedies as the Decision-Maker(s) deems appropriate for the particular case and may consult with the Title IX Coordinator or other appropriate NEIT office in crafting remedies.

The Decision-Maker(s) should provide remedies that will remediate a hostile environment for the Complainant and/or provide safety protections for the Complainant or for NEIT community members.

1. Remedies for Respondents

Remedies relating to all Respondents could include the following restrictions:

- a. Directive not to contact (directly or indirectly) the Complainant
- b. Limiting or denying access to all or part of campus
- c. Limiting or denying participation in campus programs or activities
- d. Limiting or denying the opportunity to

- a. Academic or workplace accommodations
- b. Safety accommodations
- c. Other reasonable and appropriate accommodations

3. Remedies

The Decision-Maker(s) should indicate a time frame for the remedies (noting that it might be appropriate for some remedies to have different time frames; e.g., no lead

c. Any violation including two or more aggravating factors (Section 2 below)

2. A v i o

While any incident of Title IX Prohibited Conduct is cause for concern, NEIT considers the following factors to be aggravating factors that warrant increased sanctions:

- a. The act is accomplished by force, violence, duress, or menace
- b. Inducing incapacitation through involuntary ingestion or knowingly taking advantage of an incapacitated person
- c. Past violations of NEIT policy by the Respondent, especially relating to Title IX Prohibited Conduct (or prior policies)
- d. More than one perpetrator
- e. Acts committed in the context of an initiation into membership and/or hazing
- f. Knowingly using the Respondent's power/authority within NEIT to obtain submission or to accomplish the violation

Decision-Makers may consider past disciplinary outcomes for similar matters but are not required to give

anbut

student was on probation, would consider the probation as an aggravating factor in setting discipline, and would minimally impose the suspension period as an actual

Definition Domestic Violence includes, but is not limited to, any of the following crimes when committed by one family or household member against another: Simple assault; Felony assaults;

NEW ENGLAND INSTITUTE OF TECHNOLOGY
Appendix C

Richard I. Gouse, East Greenwich, RI, Campus



NC, EC, C, NA, NE, E, BY CA, S
A o C p, -

A o C p	n C p	op y	Non C p op y
2021 2022			