

BROWN UNIVERSITY DEPARTMENT OF PUBLIC SAFETY  
AND FIRE SAFETY DEPARTMENT

# 2024 Annual Security Report and Annual Fire Safety Report



BROWN

The Department of Public Safety provides the community with the resources and the education necessary to make informed choices about their safety. Department personnel participate in a wide range of campus events to include University orientations, resource fairs, and other special campus events in an effort to provide all members of the community with valuable and practical safety information. Please visit Public Safety’s website for further information pertaining to our programs and services.

**Public Safety website**

For more information about sexual, relationship, and gender-based harm, including time-sensitive medical information and confidential support services, please visit BWell Health Promotion at [brown.edu/bwell](http://brown.edu/bwell)

**24 HOUR EMERGENCY PHONE NUMBERS**

The Department of Public Safety and Emergency Management/Emergency Medical Services  
 On campus: x4111—Off Campus: 401-863-4111

Sexual Assault Response Line:  
 401- 863-6000

Providence Police: 911 or 401- 272-3121

Rhode Island Victims of Crime Helpline:  
 800-494-8100

Administrator on Call: 401-863-4111

The Department of Public Safety and Emergency Management:  
 401-863-4111 or 401-863-3322  
 Investigations Bureau: 401-863-1663

**TITLE IX RESOURCES FOR STUDENTS, FACULTY AND STAFF**

**Title IX Office:**

Ebony Manning  
 Title IX Coordinator  
 Horace Mann 305  
 47 George Street  
 401-863-2026  
[ebony\\_manning@brown.edu](mailto:ebony_manning@brown.edu)  
[titleixoffice@brown.edu](mailto:titleixoffice@brown.edu)

**Office of Equity Compliance and Reporting**

[equity\\_reporting@brown.edu](mailto:equity_reporting@brown.edu)

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The Department of Public Safety (DPS) is committed to the safety and security of Brown University, its campus, our students, faculty, staff, and visitors. Our approach to this work is influenced by our commitment to transparency, accountability, and working in partnership with our community. It is a responsibility we hold in the highest regard, and it is our pleasure to serve.

## A MESSAGE FROM THE VICE PRESIDENT OF PUBLIC SAFETY AND EMERGENCY MANAGEMENT

The Annual Security Report and Annual Fire Safety Report is available to all members of the Brown Community. This report contains information on campus security, policies and procedures at Brown University, Clery reportable crime statistics reported to DPS and Providence Police, and Clery reportable fire statistics.

The information provided in this report is designed to be a resource and to alert the campus community of the current programs, policies and procedures related to crime awareness, and reporting at Brown University. This report includes statistics for the previous three years concerning reported crimes that occurred: on campus, property owned or controlled by Brown University, and on public property within or immediately adjacent to and accessible from the campus; additionally, this report contains fire statistics for fires which occur in on- campus student housing facilities.

The Clery Act is a federal law that requires colleges and universities across the United States to disclose timely and annual information about campus crime and security policies. Safety is a shared responsibility and we encourage all members of the Brown University Community to use this report as a guide and to take an

active role in maximizing your personal safety, both on and off campus. The Clery Act also requires statistics for fires occurring in on-campus student housing facilities.

DPS is committed to providing the highest level of professional police and public safety services and works in partnership with several departments and agencies to ensure and maintain a safe learning and working environment.

This information is being provided in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act).

This publication is made available on October 1 each year and can be accessed online at the below website. To obtain a copy of this report, please email [Clery@brown.edu](mailto:Clery@brown.edu) or call DPS at 401-863-3103.

[brown.edu/go/2024ASR-AFSR](https://brown.edu/go/2024ASR-AFSR)

*Rodney Chatman*  
Vice President of Public Safety and  
Emergency Management



## DEPARTMENT OF PUBLIC SAFETY STAFFING, AUTHORITY AND JURISDICTION

The Brown University Department of Public Safety (DPS) is a fully functioning police department and serves the Brown Community 24 hours a day, seven days a week, patrolling the campus to deter crime, develop community relations, and respond to calls for service and assistance. The department’s mission emphasizes crime prevention, problem solving and joint officer-community responsibility.

The Department of Public Safety consists of over 95 highly trained members who are here to serve you. Our Police and Public Safety Officers are charged with protecting the university community and enforcing university rules and regulations. The Department’s Police Officers are required to attend a state-certified police academy, are licensed as RI Special Police Officers, and have the authority to make arrests. DPS Police Officers also enforce the laws of the State of Rhode Island and the Ordinances of the City of Providence and have police jurisdiction on campus and upon the streets and highways adjacent to the campus.

The Department is comprised of two major divisions — The Police and Patrol Services Division, which is our largest division, is primarily responsible for crime deterrence, crime investigation, dignitary protection, emergency response and handling routine calls for service. The Police and Patrol Services Division also staffs and operates a 24-hour state-of-the-art Dispatch Communication Center. The Center handles all emergency and non-emergency calls for service and dispatches officers via a statewide 800 MHz Radio System. This division also includes a Community Engagement Team that coordinates safety and educational programs for members of the community, as well as providing crime victim support and advocacy.

Our Administrative Services Division is responsible for strategic and fiscal planning; recruiting and hiring, and human resources administration.

The Department of Public Safety is also a nationally accredited police department through the Commission on the Accreditation of Law Enforcement Agencies ([CALEA](#)), which administers a rigorous accreditation process whereby law enforcement agencies must adhere to over 480 standards, encompassing industry best practices.



## LOCAL AND OTHER LAW ENFORCEMENT AGENCIES

The Brown University Department of Public Safety maintains a cooperative relationship with the Rhode Island State Police (RISP) and our local law enforcement agency, Providence Police Department (PPD) with whom DPS shares a memorandum of understanding. This cooperation includes participation in a police radio and computer network, training programs, special events coordination, assistance with imminent or active threats to the community, investigation of serious crimes, and patrolling areas and responding to incidents involving criminal activity at the off campus locations of student organizations or housing that are officially recognized by Brown University. We meet with Providence Police frequently to discuss campus crimes and other police intelligence matters. Lastly the RISP, PPD, United States Secret Service, and the Federal Bureau of Investigation work with University police whenever a domestic, national or international dignitary visits the Brown University campus.

## THE CLERY ACT

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) requires institutions to:

1. Collect, classify, and count crime reports and crime statistics;
2. Issue timely warnings for any Clery Act crime that represent an ongoing threat to the safety of students or employees and emergency notifications 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;
3. Provide educational programs and campaigns to promote the awareness of dating violence, domestic violence, sexual assault, and stalking;
4. Have procedures for institutional disciplinary action in cases of dating violence, domestic violence, sexual assault, and stalking;
5. Publish an Annual Security Report (ASR);
6. Submit crime statistics to the Department of Education;
7. Keep a daily crime log of alleged criminal incidents that is open to public inspection;
8. Disclose missing student notification procedures that pertain to students residing in on-campus student housing facilities; and
9. Disclose fire safety information related to on-campus student housing facilities, including keeping a fire log that is open to public inspection, publishing an Annual Fire Safety Report containing policy statements and fire statistics associated with each on-campus student housing facility, and submitting fire statistics to the Department of Education.

## PREPARING THE ANNUAL SECURITY REPORT

In preparing our annual disclosure of crime statistics, it is Brown University's Department of Public Safety's policy to collect information reported directly to us and also to formally request information about crimes and disciplinary referrals from Campus Security Authorities (campus officials with significant responsibility for student and campus activities). In addition, we collect statistics from local law enforcement with jurisdiction for areas within Brown's Clery geography.

*Note that police departments are not required to provide statistics, however documentation is required to show a good faith effort was made.*

All statistics are reviewed by Public Safety staff members for accuracy and then forwarded to the Vice President of Public Safety and Emergency Management for final review and approval. Once approved, statistics are submitted electronically to the Department of Education.

By October 1st of each year, the Department of Public Safety sends an email notification to the entire Brown University community of the report's availability. This email contains a brief description of the information contained in the report as well as a direct web link to the report.

Brown University's Annual Fire Safety Report is published in a separate document that is available on the Fire Safety Office website. A link to this report is included in the Department of Public Safety's email notification as well.

## DAILY CRIME LOG

The Clery Act requires colleges and universities to have a daily crime log. The purpose of this log is to provide criminal or alleged criminal activity which is reported to the University and surrounding areas. This log includes incident classification, report number, reported date and time, occurrence date and time, location of incident and disposition, and does not include any identifying information about persons involved in an incident. Beyond the Daily Crime Log itself, it is a practice of the University to complete publicly available recordkeeping throughout the entire university without inclusion of personally identifying information about victims of crimes, especially dating violence, domestic violence, sexual assault, and/or stalking.

The Department of Public Safety is responsible for maintaining this log for the university and for ensuring that it is updated within two business days of being notified of an incident.

To view the log for the most recent 60 day period, please visit Department of Public Safety's [website](#) or to visit DPS at 75 Charlesfield Street, Providence RI during normal business hours, (Monday through Friday 8:30 a.m. to 4:30 p.m.).

Public Safety retains Daily Crime Logs for seven years. Requests for logs that are more than 60 days old will be fulfilled within two business days.

The [Fire Safety](#) Office maintains a separate log

## CAMPUS SECURITY AUTHORITIES

A Campus Security Authority (CSA) is a term used in the Clery Act to describe someone who has significant responsibility for student and campus activities. The regulations that govern the Clery Act define a CSA as:

1. A campus police department or a campus security department of an institution.
2. Any individual or individuals who have responsibility for campus security but who do not constitute a campus police or security department, such as an individual who is responsible for monitoring entrance into institutional property.
3. Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report offenses.
4. An official of an institution who has significant responsibility for student and campus activities, including but not limited to, student housing, student discipline, and campus judicial proceedings (official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution).

Pastoral and Professional Counselors on campus are **not** considered to be CSAs when they are acting in the role of pastoral or professional counselors and are not required to report Clery reportable offenses. Clinical staff in Health Services are likewise not CSAs, unless specifically designated. Pastoral and professional counselors and clinical staff in Health Services are encouraged to inform persons being counseled/treated of procedures to report crimes on a voluntary, confidential basis to a CSA or the Department of Public Safety.

**Pastoral Counselor:** An employee that is recognized by that religious order or denomination as someone who provides confidential counseling and who functions within the scope of that recognition as a pastoral counselor.

**Professional Counselor:** An employee whose official responsibilities include providing psychological counseling to members of the institution's community and who also functions within the scope of their license or certification.

## REPORTING CRIMINAL OFFENSES

The following offices are designated by the University to receive complaints of criminal offenses. Complaints of criminal activity on campus should be filed with Brown's Department of Public Safety as it is the University's law enforcement unit. Students and employees of Brown should report crimes to Public Safety by calling 401-863-3322. Prompt and accurate reporting to Public Safety is important for it facilitates improved investigation and the preservation of evidence. If you prefer not to report alone, you can bring a friend or go through several support offices on campus. Those who prefer to speak with a non-uniformed advocate of DPS or a member of the Investigations Bureau can call 401-863-1663. Reports to Public Safety may form the basis of criminal charges (violations of state or federal law) and/or University discipline cases. The victim's wishes are always taken into consideration.

Criminal offenses that occur off campus may also be filed by complainants directly with the [Providence Police Department](#) 401-272-3121. Complainants wishing to file a criminal report with the PPD may request assistance with these procedures from Brown Public Safety or the DPS Law Enforcement advocate or a member of the Investigations Bureau at 401-863-1663. To reach Public Safety's on duty sergeant call 401-863-1663. Once a criminal report is filed with the Providence Police Department, the decision to prosecute felony crimes is made at the discretion of the Attorney General and for misdemeanor cases the decision to prosecute is made by the Providence Police. Each agency is also responsible for providing the necessary and appropriate follow-up and communication with the complainant.

The Department of Public Safety provides support services for the victims of sensitive crimes to include hate crimes, sexual assault, assaults, robberies, relationship violence, and stalking. The department has a law enforcement advocate who works cooperatively with the Investigations Bureau, Campus Life, Counseling Services, BWell Sexual Harm Acute Response & Empowerment (SHARE) Advocates, and Human Resources to ensure individuals are knowledgeable about their options for personal and workplace safety planning. The department also provides support for survivors in effort to facilitate reporting and any necessary communications with other municipal agencies to include the Providence Police Department involving sensitive crimes and case follow-up.

The department coordinates events and programming that serves to raise awareness about such sensitive crimes. DPS also offers self-defense and various safety programs for all students and staff. We can also direct you to the many victim service providers that are available in the State of Rhode Island.

A trained law enforcement advocate (non-police position) is available to provide post-crisis support to persons who report they have been a victim of a crime. Services available include:

- Victim advocacy and support
- Individual and workplace safety-planning
- Review of RI victim's rights, related law, legal definitions of crimes, and related legislation
- Provide transportation and accompaniment to local courts for pretrial and restraining order hearings
- Provide resource information, as well as referrals to external agencies servicing victims of crime, and their families in Rhode Island, Connecticut, and Massachusetts
- Explain options and procedures for reporting
- Explain protective orders and related court procedures
- Intimate partner & stalking awareness sessions

These services are available to students, faculty, and staff. For undergraduate, graduate, and medical students who would like to receive confidential advocacy services, they can also make an appointment with BWell SHARE Advocates at 401-863-2794, emailing [bwell@health.brown.edu](mailto:bwell@health.brown.edu), or online at [brown.edu/bwell](http://brown.edu/bwell). Students can also call the Sexual Assault Response Line at 401-863-6000 for 24/7 urgent help from a confidential crisis counselor after an experience of sexual, relationship or gender-based harm. Individuals who wish to become more informed about any of the aforementioned areas, or would like develop an individualized plan for safety, are welcome to also make an appointment.

The Investigations Bureau plays an integral role in providing support and case follow-up for crime victims at Brown. Members of this bureau are available to assist a community member with filing a criminal complaint and will provide a full overview of the option prior to moving forward. Please call the Investigations Bureau at 401-863-1663 for assistance.



## SILENT WITNESS REPORTING

Anonymous reporting is available on-line at Public Safety's website. Click on the [Silent Witness form](#) to file an anonymous report of non-violent incidents. This is not an approved method to report crime in progress as the message is received via email and may not be read immediately. **Violent crimes should be reported immediately at 401-863-4111 or x4111 from a campus phone.** If the incident can be verified, it will be included in the statistics that appear in this document. Reports made anonymously do not allow contact with the reporting witness and therefore, the extent to which the incident can be documented is limited.

## MISSING STUDENT NOTIFICATION POLICY

In accordance with the Higher Education Opportunity Act of 2008 (20 U.S.C. § 1092(j)), Brown University has adopted a Missing Student Notification Policy for students who reside in on-campus housing.

### Registering a Confidential Contact Person

In addition to registering an emergency contact, the Missing Student Notification Policy provides students residing in on-campus housing with the option to [register](#), confidentially, an individual to be contacted by Brown University in the event the student is determined to be missing by the Department of Public Safety or local law enforcement. This contact information will be maintained confidentially and will only be accessible to authorized Brown officials, and may not be disclosed outside the University except to law enforcement personnel in furtherance of a missing person investigation or as otherwise provided by law.

### Missing Student Notification

Anyone who believes that a student might be missing should immediately report the matter to the Department of Public Safety (401-863-3322). If it is believed to be an emergency situation, call 401-863-4111 (or x4111 from a campus phone). The Department of Public Safety, in collaboration with other institutional officials and external law enforcement authorities, as appropriate under the circumstances, shall promptly conduct an investigation to determine whether the student is missing. A student shall be deemed missing when the student is absent from the University for more than 24 hours without any known reason. As a part of this process, a student's [designated confidential contact](#) may be contacted in furtherance of the investigation of a missing person report. If the Department of Public Safety's or local law enforcement's investigation determines that the student is missing, the University will notify the student's confidential contact not later than 24 hours after the student is determined to be missing. If the missing student is under 18 years of age, and not emancipated, the University will notify the custodial parent or guardian, in addition to the confidential contact within 24 hours of the determination that the student is missing. The University will also notify the appropriate local law enforcement agency within 24 hours of the determination that the student is missing, unless local law enforcement was the entity that made the determination that the student is missing.

### Students Living in Off-Campus Housing

While this policy only applies to students residing in on-campus housing facilities, anyone who believes that a student who resides in off-campus housing might be missing should immediately report their concern to the Department of Public Safety and/or local law enforcement. Students living off-campus should maintain current emergency contact information on file with the University to assist in such an event.

## EMERGENCY PREPAREDNESS & EVACUATION

Brown University has recognized the need to prepare for and to respond to emergency incidents that pose a threat to the health and safety of the Brown community. Upon confirmation that a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees is occurring on campus, Brown University will provide immediate notification of the emergency or dangerous situation to the campus community.

Brown University has implemented an emergency campus alert system (BrownAlert) that can contact thousands of individuals within minutes if there is an urgent situation or crisis. During critical events, Brown University will use the BrownAlert System to deliver advisories and instructions to students, faculty, staff and others via cell phones, land lines, email and other communication devices. The primary method of communicating these alerts is through text messages and email messages. Message templates have been developed for various emergencies which includes initial messaging and predetermined distribution lists to ensure prompt and effective communication.

We have also installed an Emergency Siren Warning System (BrownSiren) on our main campus. The system consists of three strategically placed sirens that will be used to warn the University community in the event of a life threatening emergency. If a life threatening emergency is identified where a campus wide BrownSiren activation is necessary, The Department of Public Safety and Emergency Management will activate the system. The activation will consist of an alert tone and a voice message regarding the nature of the emergency. Additionally the University will utilize [BrownAlert](#) and the emergency web site to provide further information. Once an emergency has been resolved the BrownSiren and other communication methods will be utilized to inform people that the emergency is over. System tests will be announced in advance. When the system is activated for a test, no action is necessary and there is no need to seek shelter. Brown will publicize its emergency response and evacuation procedures in conjunction with at least one test per calendar year.

In 2023, Brown University performed a test of the BrownAlert and BrownSiren systems on April 4, 2023, and on October 17, 2023. The Brown community, neighbor groups, city emergency responders as well as city and state emergency management agencies were notified in advance of the tests.

Any such notification will be provided by the following methods:

**BrownAlert System.** Brown University has implemented an emergency campus alert system that can contact thousands of individuals within minutes if there is an urgent situation or crisis.

During critical events, Brown University will use the BrownAlert System to deliver advisories and instructions to students, faculty, staff and others via email and text messaging primarily.

Brown students, faculty and staff can use their personal cell phone number to enable Brown to reach them in the event of an emergency. Personal cell phone numbers will only be used by authorized personnel for emergencies or official business.

Please visit the University's Emergency Communications [website](#) and follow the link under BrownAlert for students, faculty, and staff.

1. Brown Siren is designed to alert the Brown community of a life threatening emergency on campus such as a hostile intruder, a large chemical release near campus, or a natural disaster where there is no advance warning. The siren is intended to be heard while outdoors. If you are indoors when the system is activated, it is not expected that you will hear the siren or the voice message that follows. If the siren system is used in an actual emergency, members of the community would be directed to seek shelter indoors and additional information would be sent through the BrownAlert emergency notification system via email, text messages, and updates on the Brown homepage. The Brown Alert and BrownSiren systems are tested periodically. During the test, no action is necessary and there will be no need to seek shelter. Testing for the Brown Siren test is done at a minimum, bi-annually. Testing may be announced or unannounced. A description of the test, date, time and if the Brown community was notified is documented.
2. In the event of a significant emergency, the University will utilize the website to inform and update the community members about an emergency occurring on campus. If there is a significant emergency on campus the webpage will contain information about the nature of the emergency, steps taken to address the situation, the emergency's current status and a cumulative chronology of BrownAlert information, any necessary instructions for the University community, and resources for further information.

Upon confirmation that a significant emergency, or dangerous situation is occurring on campus, the University will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate its notification systems, unless issuing the notification will, in the professional judgment of the Department of Public Safety, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

In general, the process the University will follow to confirm that a significant emergency or dangerous situation exists is the following:

1. Brown University police officers will be dispatched to confirm that an emergency situation exists (depending on the nature of the situation, the Department of Public Safety may be aided by other University offices to confirm the nature and severity of the emergency, e.g., Department of Environmental Health and Safety, Department of Facilities Management.
2. Assessment of the situation by the Department of Public Safety (in collaboration with other University departments as may be beneficial), appropriate actions to be taken, and activating the alert systems and the content of the messages to be conveyed.

Due to the size of the University and the paramount importance of the safety of the members of the University community, notifications are given to the entire community. The Vice President of Public Safety and Emergency Management or their designee has the responsibility to determine the content of this notification and to activate the University's notification systems.

In the event of a significant emergency or threat to the health and safety of area residents the University, through its Department of Public Safety will communicate with the City of Providence and its appropriate offices for the purpose of providing notifications to area residents.

To ensure the effectiveness of its emergency preparedness, the University regularly engages the University community about its emergency and evacuation plans. The activities take the form of classroom and online training, no less than annual tabletop or disaster exercises, and no less than annual testing of its emergency notification systems. In addition, emergency evacuation procedures (fire drills) are tested at least four times per year in all student residence halls. Tests of the emergency response and evacuation procedures may be announced or unannounced. The University will document for each test, a description of the exercise, the date and time, and if it was announced or unannounced.

## TIMELY WARNING POLICY

The Department of Public Safety will issue a timely warning for Clery Act crimes that occur on Brown University's Clery Act geography that (a) are reported to a campus security authority and (b) considered by the Vice President of Public Safety and Emergency Management or their designee to represent a serious or continuing threat to students and employees. The timely warning will not disclose the name(s) of the victim(s).

## CORPORATION POLICY STATEMENT ON EQUAL OPPORTUNITY, NONDISCRIMINATION AND AFFIRMATIVE ACTION

Brown University provides equal opportunity and prohibits discrimination, harassment and retaliation based upon a person's race, color, religion, sex, age, national or ethnic origin, disability, veteran status, sexual orientation, gender identity, gender expression, or any other characteristic protected under applicable law and caste which is protected under this policy, in the administration of its policies, programs, and activities. The University recognizes and rewards individuals on the basis of qualifications and performance.

The University maintains an affirmative action program in employment for minorities, women, persons with disabilities and veterans, and requires its employees to take good faith efforts to comply with the program.> The University encourages those with whom it conducts business to meet the commitments of this important program.

## CAMPUS SEX CRIMES PREVENTION ACT

The Federal Campus Sex Crimes Prevention Act requires colleges and universities to issue a statement advising the campus community where state law enforcement agency information concerning registered sex offenders may be obtained. The act also requires registered sex offenders to provide to appropriate state official notice of each institution of higher education in the state at which the offender is employed, carries on a vocation, or is a student.

In complying with the Federal Campus Sex Crimes Prevention Act, the Brown University Department of Public Safety has established a procedure to advise local communities where current sex offender registration information, at which the person is employed or is a student at Brown University, may be obtained. The Brown University Department of Public Safety informs the campus community each academic year where they can find information on registered sex offenders. For more information, please visit the [Rhode Island Sex Offender Registry](#).

Other resources for Sex Offender Registry information are, [Providence Police Department](#) at 401-272-3121, [Rhode Island Parole Board](#) at 401-462-0900, [Rhode Island Sex Offender Communication Notification Unit](#) at 401-462-0905.



## TITLE IX POLICY

The purpose of the Title IX Policy is to set forth the obligations of Brown University to prohibit sex discrimination in accordance with Title IX of the Education Amendments of 1972. The policy prohibits sex discrimination, including sex-based harassment, as well as related retaliation. The policy also prohibits prohibited intimate relationships.

Please refer to APPENDIX A to review the TITLE IX Policy.

## TITLE IX GRIEVANCE PROCEDURE

The Title IX Grievance Procedure is part of the Title IX Policy and describes the procedures Brown University applies when it receives a report of possible prohibited conduct. The procedure provides a prompt, fair, and impartial response to complaints of prohibited conduct from the initial investigation to the final result.

Please refer to APPENDIX B to review the Title IX Grievance Procedure.

In addition to the definitions provided in Appendix A and Appendix C, the Rhode Island General Laws provide that Domestic Violence (RIGL § 12-29-2) includes, but is not limited to, any of the following crimes when committed by one family or household member against another: (1) Simple assault (§ 11-5-3); (2) Felony assaults (chapter 5 of title 11); (3) Vandalism (§ 11-44-1); (4) Disorderly conduct (§ 11-45-1); (5) Trespass (§ 11-44-26); (6) Kidnapping (§ 11-26-1); (7) Child-snatching (§ 11-26-1.1); (8) Sexual assault (§§ 11-37-2, 11-37-4); (9) Homicide (§§ 11-23-1 and 11-23-3); (10) Violation of the provisions of a protective order entered pursuant to § 15-5-19, chapter 15 of title 15, or chapter 8.1 of title 8 where the respondent has knowledge of the order and the penalty for its violation, or a violation of a no contact order issued pursuant to § 12-29-4; (11) Stalking (chapter 59 of title 11); (12) Refusal to relinquish or to damage or to obstruct a telephone (§ 11-35-14); (13) Burglary and Unlawful Entry (chapter 8 of title 11); (14) Arson (chapter 4 of title 11); (15) Cyberstalking and cyberharassment (§ 11-52-4.2); (16) Domestic assault by strangulation § 11-5-2.3; and (17) Electronic tracking of motor vehicles (§ 11-69-1). The Rhode Island General laws do not define Dating Violence or Consent.

## UNDERSTANDING PUBLIC SAFETY'S RESPONSE TO SEXUAL ASSAULT

Filing a report of sexual assault with the Brown Department of Public Safety (DPS) *does not require you to pursue criminal charges against your offender*. We believe in empowering a victim of a crime to make their own decisions, considering ALL of their options. Your safety is paramount to us. DPS can advise you of your options and can also preserve evidence while you consider your options. DPS staff can also advise you on safety planning techniques. Meeting with clinical staff in Counseling and Psychological Services (CAPS), clinical staff in Health Services, SHARE Advocates in BWell Health Promotion or pastoral counselors in the Office of the Chaplains and Religious Life does not constitute a subsequent notification to the Department of Public Safety in most cases.

### Steps Involved with Reporting to DPS

- As a response to your report, a Campus Police Officer will be dispatched to your location to gather preliminary information and to render assistance. The Administrator on-call will be notified. Students will be offered the option to speak with a confidential on-call counselor to provide support, inform you of time-sensitive medical options, and make arrangements to help you get medical care, if you choose, or access other safety measures, such as emergency housing. For students who would not like to connect to an on-call crisis counselor in the moment, follow-up contact from a confidential BWell SHARE Advocate will be offered.



- DPS will offer a transport to Health Services or the local hospital in an unmarked vehicle.
- DPS places much emphasis on minimizing the number of officers present during this preliminary interview process. The officer will ask you to provide details about what occurred, as well as information about your offender to the best of your ability, at a pace that you are comfortable with. An advocate can be available to accompany you during this process.
- A DPS Detective will be available to assist you with any follow-up conducted by the Providence Police Department to interview you to obtain the details of the incident. You may decline to notify such authorities.
- Your identity will be kept as private as possible. Although a timely warning (refer to page ten) about the incident may be circulated, every effort will be made to maintain privacy and to respect the legitimate privacy concerns of all involved individuals.
- The DPS Detectives Bureau, which includes detectives, will be assigned to the case. All members of this Bureau have been trained extensively in the investigation of sexual offenses and the impact of the crime on the victim. They will approach each case in a sensitive manner and will be responsible for conducting any in depth interviews with you. DPS Detectives will also notify the Providence Police Department Special Victims Unit as PPD is the prosecuting agency and facilitate communication with the victim.
- All reports of Sexual Assault are handled with a great level of sensitivity and you may opt out of the process at any point. DPS response will vary on a case by case basis depending on the nature of the report (i.e. if the individual is reporting an assault that occurred several days or weeks prior and they are not in crisis or in need of immediate medical intervention).

Additional reporting resources can be found in Appendix A 3.3.

## Evidence Gathering

When reporting to DPS, you are not expected to make any critical decisions on the spot. However, the gathering and preserving of any available evidence is critical should you ever decide to pursue your case criminally. In the state of RI, there is no statute of limitations for filing criminal charges in 1st degree Sexual Assault cases. As a process of our response protocol, potential evidence available at the scene of the crime would be protected and preserved, if applicable. You have the option to have critical evidence gathered and preserved by undergoing a medical examination kit at most local hospitals up to 96 hours after an assault. You are advised not to change clothes, shower, bathe, eat, or drink before this examination. Evidence collection at a local hospital DOES NOT require or obligate you to pursue any course of action. A BWell SHARE Advocate can guide you through options about your medical care, as well as help you understand which hospital may best suit your needs.

## Your Safety

As a result of your experience, you may be feeling anxious and/or fearful. We realize it may be difficult to move forward when you are feeling unsafe. You may have concerns about stalking or intimidation. If you have personal safety concerns, a DPS Law Enforcement Advocate is available to create a personal safety plan with you. This plan, created with your input, will outline options available to you that specifically address your residential and personal safety concerns, list all applicable support offices available to you at Brown and across RI, and all of your reporting options moving forward. Please call 401-863-2542 for assistance. Students who need urgent help can call the 24 hour Sexual Assault Response Line at 401-863-6000 to speak with a confidential crisis counselor for students. BWell SHARE Advocate can also provide follow-up care. As confidential campus advocates, BWell SHARE Advocates can support undergraduate, graduate, and medical students, impacted by sexual harm, (including gender-based or relationship violence) that has occurred at any time and can assist with safety-planning help as well as navigating medical, reporting, and campus-based accountability options. To make an appointment with a BWell SHARE Advocate, call 401-863-2794, email [bwell@health.brown.edu](mailto:bwell@health.brown.edu), or visit [brown.edu/bwell](http://brown.edu/bwell).

## Public Safety Resources

DPS Investigations Bureau  
401-863-1663

DPS Detectives are on-call and are responsible for meeting with and interviewing victim/witnesses. Detectives also offer case follow-up and assistance with pursuing criminal charges. If a case requires communication with another police agency, Brown Detectives will coordinate with external police departments to assist a victim. Our detectives receive specialized training in the areas of sexual assault and trauma and domestic violence.

DPS Law Enforcement Advocate  
401-863-1663

A law enforcement advocate is available to provide victim advocacy and support to persons who report they have been a victim of a crime. Services available include individual and workplace safety planning, review of victim rights, assistance with obtaining restraining orders, and referrals to external victim service providers as warranted.

## About Protective Orders

There are two types of court-ordered protective orders.

No Contact Order is related to a criminal charge and is issued at the time of an offender's arraignment. A No Contact Order is in effect for the entire length of the criminal case, including through the length of the sentence. It can be dropped only at the request of the victim with the approval of a judge.

Restraining orders (civil) can be sought whether or not there is a criminal case. Restraining orders can be issued



when there has been physical or sexual abuse, threats of violence, harassment or stalking that leads someone to fear for their physical safety.

For students at Brown, No Communication/Contact Orders are initiated through the Office of Student Conduct and Community Services and Title IX and Gender Equity office (Title IX Office). These orders are not to be confused with state issued protective orders. NCO's are temporary directives issued by the Student Conduct & Community Standards and Title IX Office prohibiting communication between or among designated students. No Contact Orders (NCOs) are issued when, in the judgment of a Student Conduct dean, or Title IX Program Coordinator, there is reason to believe that an order would be in the best interest of all parties and the community for promoting peace and civility. NCO's do not become part of a student's conduct record unless they violate the order as determined by the student conduct procedures. NCO's prohibit all forms of communication between designated students, direct or indirect, written, electronic or through a third party. The duration of a NCO is determined by the Student Conduct & Community Standards, or Title IX Office and students may request to have a NCO lifted after an appropriate sustained period of compliance.

The University maintains as confidential any accommodations or protective measures provided, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the accommodations or protective measures.

For more information about protective orders, please contact the DPS Law Enforcement Advocate at 401-863-2542 or the RI Restraining Order Office at 401-458-3372.

Day One Advocate  
401-421-4100  
27/7 Helpline: 800-494-8100  
[dayoneri.org](https://dayoneri.org)  
[info@dayoneri.org](mailto:info@dayoneri.org)

An advocate can provide support throughout your healing, after you have experienced trauma. Advocates are available to listen to you and offer information with resources that place you on the path to healing.

Whatever your advocacy needs may be, Day One can assist you with services, support, and referrals.

Advocacy is a process of supporting and empowering people to:

- Express feelings and concerns
- Access information and services
- Explore choices and options

### **How to be an Active Bystander**

Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.” We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. Further information regarding bystander intervention may be found. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

- Watch out for your friends and fellow students/employees. If you see someone who look like they could be in trouble or need help, ask if they are ok.
- Intervene with people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take sexual advantage or another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

### Risk Reduction

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, [rainn.org](http://rainn.org))

- Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to avoid isolated areas. It is more difficult to get help if no one is around.
- Walk with purpose. Even if you don't know where you are going, act like you do
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
- Make sure your cell phone is with you and charged and that you have cab money.
- Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately, Brown University Department of Public Safety 401-863-4111, (local authorities can be reached by calling 911).
- Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
- Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with a person to the bar to order it, watch it being poured and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
- Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get them to a safe place immediately.
- If you suspect you or a friend has been drugged, contact law enforcement immediately Brown University Department of Public Safety 401-863-4111, (local authorities can be reached by calling 911).

- If you need to get out of an uncomfortable or scary situation here are some things that you can try:
  - Remember that being in this situation is not your fault. You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
  - Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good reason. Do what feels right to you and what you are comfortable with.
  - Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
  - Lie. If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.).
- Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
- If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

## STUDENT VIOLATIONS OF THE CODE OF STUDENT CONDUCT

Student violations of University non-academic rules and regulations should be reported by filing an online Campus Incident Complaint Form ([CICF.brown.edu](http://CICF.brown.edu)) with the Office of Student Conduct & Community Standards, 42 Charlesfield Street, 4th floor. Once an incident is reported through a CICF, the matter will proceed in accordance with student conduct procedures as appropriate. Both the respondent and the complainant are given the opportunity to have an advisor during a formal Investigative Review, a hearing before the Student Conduct Board, an Administrative Hearing, or a Restorative Board. Outcomes that may result from a Student Conduct Board Hearing or an Administrative Hearing include no community status assigned, or a community status of probation, suspension, or expulsion along with any Terms deemed appropriate. Outcomes that may result from an Administrative Review Meeting include no community status assigned, or a community status of probation and any Terms deemed appropriate. Outcomes that result from a Letter Resolution include no community status assigned along with any Terms deemed appropriate. .

Violations of Brown's Code of Student Conduct may or may not constitute a violation of criminal laws, thus the filing of a CICF is not synonymous with the filing of a criminal report with DPS. If you believe a criminal act has occurred and you wish to proceed through the Rhode Island criminal courts, you must file a criminal report with DPS or the Providence Police Department.

The University will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim.

## ALCOHOL AND DRUG POLICIES AND DISCLOSURES

In accordance with the “Drug-Free Schools and Communities Act of 1989”, this Annual Security Report includes the following statements regarding Brown University programs to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities.

### Alcohol Use and Underage Drinking

In accordance with the federal Drug-Free Schools and Communities Act of 1989, the University’s [policies](#) prohibit the unlawful possession, use or distribution of alcohol by Brown University students, faculty, and staff on its property or as part of any of its activities. Students, faculty, and staff are expected to fulfill their obligations and responsibilities pursuant to institutional policy and federal, state and local laws and regulations.

**It is unlawful for individuals who have not attained the age of 21 to purchase, possess, or consume alcoholic beverages. It is also unlawful to deliver alcoholic beverages to a person under the age of 21, or misrepresent oneself as having attained the age of 21 to procure alcoholic beverages. There are no exceptions to these laws that are applicable to members of the Brown University community.**

#### For Students:

Brown University students are expected to comply with all federal, state and local laws pertaining to alcohol. The illegal possession, use, manufacture, distribution, provision, sale or possession with the intent to sell alcohol is prohibited by University policies. Students seeking to sponsor activities where alcohol beverages are to be served must have all required University approvals and abide by established University procedures.

Students violating University policies with respect to alcohol will be disciplined in accordance with Brown University’s Code of Student Conduct and a discipline may include the completion of an appropriate rehabilitation program.

A student who is in violation of Brown University’s policies on alcohol, shall be subject to sanctions in accordance with Brown University policies and procedures. Disciplinary action involving alcohol violations by students may result in the imposition of a range of terms as specified in Brown University’s Code of Student Conduct, up to and including expulsion.

Any disciplinary action imposed by the University may be in addition to any penalty imposed by an off-campus authority. Students are subject to prosecution under applicable local, state or federal laws.

#### For Faculty, Staff, and Student Employees:

Brown University employees (faculty, staff, and student employees) are expected to comply with all federal, state and local laws pertaining to alcohol. All Brown employees are prohibited from unlawful manufacture, distribution, possession or use of alcohol (except as is lawful, and permissible under Rhode Island Law and University policies), on the property of Brown University, or as part of any of its activities.

Employees violating University policies with respect to alcohol will be disciplined in accordance with procedures outlined in Brown University’s policies and/or the faculty rules and regulations.

An employee, who is in violation of Brown University’s policies on alcohol, shall be subject to disciplinary actions in accordance with Brown University policies and procedures; additionally, this discipline may include the completion of an appropriate rehabilitation program. Disciplinary action involving alcohol violations by employees will



result in disciplinary actions up to and including termination of employment. Any disciplinary action imposed by the University may be in addition to any penalty imposed by an off-campus authority. Employees are subject to prosecution under applicable local, state or federal laws.

With respect to students employed by the University, nothing in Brown policy shall be construed as precluding the University from disciplining students pursuant to the University's Code of Student Conduct/policies, or from taking appropriate action against students pursuant to the University's emergency powers.

### **Prohibition of Illegal Drugs**

In accordance with the federal Drug-Free Schools and Communities Act of 1989, Brown University policies prohibit the unlawful possession, use or distribution of controlled substances/illicit drugs by Brown University students, faculty and staff on its property or as part of any of its activities. Students, faculty and staff are expected to fulfill their obligations and responsibilities pursuant to institutional policy, and federal, state and local laws and regulations. Under state and federal law, it is unlawful, except as expressly authorized by law, to manufacture, distribute, dispense, or possess with intent to manufacture, distribute or dispense a controlled substance/illicit drug. More severe criminal sanctions are assessed in instances where a person 18 years of age or older unlawfully distributes a controlled substance/illicit drug to a person under 21 years of age (federal law) or under 18 years of age (state law).

#### **For Students:**

Brown University students are expected to comply with all federal, state and local laws pertaining to drugs. The illegal possession, use, distribution, provision, sale, or possession with the intent to sell, of drugs and/or drug paraphernalia, is prohibited by University regulations on Brown property or as part of any of its activities. Students violating University policies with respect to drugs will be disciplined in accordance with Brown University's Code of Student Conduct and a discipline may include the completion of an appropriate rehabilitation program. A student who is in violation of Brown University's policies on drugs shall be subject to sanctions in accordance with Brown University policies and procedures. Any disciplinary action imposed by the University may be in addition to any penalty imposed by an off-campus authority. Students are subject to prosecution under applicable local, state or federal laws.

#### **For Faculty, Staff and Student Employees:**

As a term and condition of employment with Brown University, all employees (faculty, staff and student employees) are prohibited from the unlawful manufacture, dispensing, possession or use of a controlled substance upon the property of Brown University or as part of any of its activities. All employees of the University must abide by the terms of Brown's policy and notify their immediate supervisor and University Human Resources of their conviction for a criminal drug statute violation occurring in the workplace no later than five days after such conviction.

Any violations of Brown's policy by an employee will result in the University taking appropriate personnel action against such an employee, up to and including termination of employment, and/or requiring the employee to participate satisfactorily in an approved drug assistance or rehabilitation program. Any disciplinary action imposed by the University may be in addition to any penalty imposed by an off-campus authority. Employees are subject to prosecution under applicable local, state or federal laws.

With respect to students employed by the University, nothing in Brown's policy shall be construed as precluding the University from disciplining students pursuant to the University's Code of Student Conduct/policies, or from taking appropriate action against students pursuant to the University's emergency powers.

## Federal, State and Local Laws and Sanctions

### Controlled Substances

Any person who manufactures, delivers, or possesses with the intent to manufacture or deliver a Schedule I or II controlled substance may be imprisoned to a term up to life, and/or fined \$10,000 to \$500,000. For Schedule III or IV controlled substances, such person may be imprisoned for up to twenty (20) years and/or fined up to \$40,000. For Schedule V controlled substances, such person may be imprisoned up to one (1) year and/or fined up to \$10,000. Any person who knowingly or intentionally possesses a Schedule I, II, III, IV, or V controlled substance in the absence of a valid prescription may be imprisoned for up to three (3) years, and/or fined \$500 to \$5,000. R.I.G.L. § 21-28-4.01.

### Alcoholic Beverages

Sanctions for misrepresentation of age include (i) a mandatory fine of \$100 to \$500, thirty (30) hours of community service, and suspension of driving privileges for thirty (30) days for the first offense; (ii) a mandatory fine of \$500 to \$750, forty (40) hours of community service, and suspension of driving privileges for three (3) months for the second offense; and (iii) a mandatory fine of \$750 to \$1,000, fifty (50) hours of community service, and suspension of driving privileges for one (1) year for the third and subsequent offenses. R.I.G.L. § 3-8-6.

Sanctions for possession of alcoholic beverages by underage persons include thirty (30) hours of community service, minimum sixty (60) day suspension of driving privileges, and (i) fines of \$150 to \$750 for the first offense, (ii) fines of \$300 to \$750 for the second offense, and (iii) fines of \$450 to \$950 for the third and subsequent offenses. R.I.G.L. § 3-8-10.

Sanctions for furnishing or procuring alcoholic beverages for underage persons include (i) fines of \$350 to \$1,000 and/or imprisonment up to six (6) months for the first offense, (ii) fines of \$750 to \$1,000 and/or imprisonment up to one (1) year for the second offense, and (iii) fines of \$1,000 to \$2,500 and/or imprisonment up to three (3) years for the third or subsequent offenses. R.I.G.L. §§ 3-8-11.1 – 3-8-11.2.

In addition to the examples above, additional criminal penalties for violations of federal, state, and local drug and alcohol laws may be found on websites below. There may be other provisions of federal, state, and local laws related to drugs and alcohol that are not included in this list.

## Federal Drug Trafficking Penalties

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500-4999 grams mixture	<b>First Offense:</b> Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.  <b>Second Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life.
Cocaine Base (Schedule II)	28-279 grams mixture		280 grams or more mixture	If death or serious injury, not less than 20 or more than life.
Fentanyl (Schedule II)	40-399 grams mixture		400 grams or more mixture	Fine of not more than \$10 million if an individual, \$50 million if not an individual.
Fentanyl Analogue (Schedule I)	10-99 grams mixture		100 grams or more mixture	Second Offense: Not less than 15 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Heroin (Schedule I)	100-999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1-9 grams mixture		10 grams or more mixture	2 or More Prior Offenses: Not less than 25 years. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Methamphetamine (Schedule II)	5-49 grams pure or 50-499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10-99 grams pure or 100-999 grams mixture	100 gm or more pure or 1 kg or more mixture		

PENALTIES		
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid) Flunitrazepam (Schedule IV)	Any amount 1 gram	<b>First Offense:</b> Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual.  <b>Second Offense:</b> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual
Other Schedule III drugs	Any amount	<b>First Offense:</b> Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.  <b>Second Offense:</b> Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
All other Schedule IV drugs	Any amount	<b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.
Flunitrazepam (Schedule IV)	Other than 1 gram or more	<b>Second Offense:</b> Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Heroin (Schedule I)	Any amount	<b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.  <b>Second Offense:</b> Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

### Federal Trafficking Penalties- Marijuana

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 15 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not less than 20 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not less than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kg marijuana (except 50 or more marijuana plants regardless of weight); 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual
Hashish (Schedule I)	10 kg or less	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual
Hashish Oil (Schedule I)	1 kg or less	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual

\*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is not less than 25 years imprisonment and a fine up to \$20 million if an individual and \$75 million if other than an individual.



## Penalties for Violations of Rhode Island’s Drug and Alcohol Laws

[rilin.state.ri.us/Statutes/TITLE3/INDEX.HTM](http://rilin.state.ri.us/Statutes/TITLE3/INDEX.HTM) (alcoholic beverages);  
[rilin.state.ri.us/Statutes/TITLE11/INDEX.HTM](http://rilin.state.ri.us/Statutes/TITLE11/INDEX.HTM) (criminal offenses);  
[rilin.state.ri.us/Statutes/TITLE21/INDEX.HTM](http://rilin.state.ri.us/Statutes/TITLE21/INDEX.HTM) (food and drugs);  
and [rilin.state.ri.us/Statutes/TITLE31/INDEX.HTM](http://rilin.state.ri.us/Statutes/TITLE31/INDEX.HTM) (motor and other vehicles).

## Penalties for Violations of the City of Providence’s Drug and Alcohol Ordinances

[municode.com/resources/gateway.asp?pid=11458&sid=39](http://municode.com/resources/gateway.asp?pid=11458&sid=39)

## Health Risks Associated with Alcohol and Drug Use

*From the National Institute on Alcohol Abuse and Alcoholism:*  
[niaaa.nih.gov/alcohols-effects-health/alcohols-effects-body](http://niaaa.nih.gov/alcohols-effects-health/alcohols-effects-body)

Drinking too much — on a single occasion or over time — can take a serious toll on your health. Here’s how alcohol can affect your body:

**Brain:** Alcohol interferes with the brain’s communication pathways, and can affect the way the brain looks and works. These disruptions can change mood and behavior, and make it harder to think clearly and move with coordination.

**Heart:** Drinking a lot over a long time or too much on a single occasion can damage the heart, causing problems including:

- Cardiomyopathy – Stretching and drooping of heart muscle
- Arrhythmias – Irregular heart beat
- Stroke
- High blood pressure

**Liver:** Heavy drinking takes a toll on the liver, and can lead to a variety of problems and liver inflammations including:

- Steatosis, or fatty liver
- Alcoholic hepatitis
- Fibrosis
- Cirrhosis

**Pancreas:** Alcohol causes the pancreas to produce toxic substances that can eventually lead to pancreatitis, a dangerous inflammation and swelling of the blood vessels in the pancreas that prevents proper digestion.

**Cancer:** According to the National Cancer Institute: “There is a strong scientific consensus that alcohol drinking can cause several types of cancer. In its Report on Carcinogens, the National Toxicology Program of the US Department of Health and Human Services lists consumption of alcoholic beverages as a known human carcinogen.

The evidence indicates that the more alcohol a person drinks—particularly the more alcohol a person drinks regularly over time—the higher their risk of developing an alcohol-associated cancer. Even those who have no more than one drink per day and binge drinkers (those who consume 4 or more drinks for women and 5 or more drinks for men in one sitting) have a modestly increased risk of some cancers. Based on data from 2009, an estimated 3.5% of cancer deaths in the United States (about 19,500 deaths) were alcohol related.”

For more information regarding specific types of cancer, please visit the National Cancer Institute page “Alcohol and Cancer” at [cancer.gov/about-cancer/causes-prevention/risk/alcohol/alcohol-fact-sheet](https://cancer.gov/about-cancer/causes-prevention/risk/alcohol/alcohol-fact-sheet) (last accessed August 20, 2021).

**Immune System:** Drinking too much can weaken your immune system, making your body a much easier target for disease. People who drink chronically are more liable to contract diseases like pneumonia and tuberculosis than people who do not drink too much. Drinking a lot on a single occasion slows your body’s ability to ward off infections – even up to 24 hours after getting drunk.

*From the National Institute on Drug Abuse:*

Many drugs can alter a person’s thinking and judgment, and can lead to health risks, including addiction, drugged driving, infectious disease, and adverse effects on pregnancy. Information on commonly used drugs with the potential for misuse or addiction can be found here: [drugabuse.gov/drug-topics/commonly-used-drugs-charts](https://drugabuse.gov/drug-topics/commonly-used-drugs-charts)

## Resources for Students, Faculty and Staff

*On Campus Resources for Alcohol and Other Drugs*

### For Students:

The following services are available to all Brown students for individual care related to substance use or abuse:

#### **BWell Health Promotion 401-863-2794**

Meet with a Health Educator for a confidential appointment to explore your relationship with substances and collaborate on developing a schema about the effects of substance use. These conversations can be a powerful tool in helping to make informed decisions, reduce harm, prevent relapse or connect with additional resources. Call 401-863-9593 or request an appointment online at [brown.edu/bwell](https://brown.edu/bwell).

#### **Brown Emergency Medical Services (EMS) 401-863-4111**

#### **Counseling and Psychological Services (CAPS) 401-863-3476**

Provides treatment for a range of psychological concerns, including drug and alcohol use issues, in a confidential setting, and a goal-focused, collaborative framework.

#### **The Dean for Recovery and Substance-Free Student Initiatives**

Brown University is committed to the maintenance of a campus environment that supports all students in achieving their academic goals. To that end, the University dedicates resources to support students in recovery from addiction

#### **Health Services 401-863-3953**

Confidential health care for Brown students. 450 Brook St, across from the Nelson Fitness Center.

### **Nursing Services 401-863-1330**

Nurses are available for phone consultation during business hours

### **Student Support Deans, Dean of the Day available at 401-863-3145**

Seeks to support students who encounter a wide range of issues, connects them to resources that fit their situation, and serves as a sounding board to explore options and develop plans to help them manage the issue and its impact on their time at Brown and substance use disorders. Dean for Recovery and Substance-Free Student Initiatives hosts the Early Sobriety at Brown group for students who are committed to abstinence.

*The following proactive education and prevention programs are available for all students for alcohol and other drugs:*

The Campus Life Advisory Board for Alcohol and Other Drugs collaborates to oversee best practices within a comprehensive ecological framework to address alcohol and other drug use at Brown. Below is an overview of the programming offered, which is in addition to the individual appointments available to all students.

#### **Pre-arrival**

All incoming undergraduate students complete the online Everfi course Alcohol EDU. This course addresses alcohol use with a diverse and comprehensive opportunity for health and wellness educational empowerment. This course was reviewed and selected for implementation by a team of faculty, staff and students.

#### **Orientation**

The Culture of Consent and Community Care class meeting, required for all incoming undergraduate students, includes video content and several student testimonials addressing alcohol use and highlighting positive actions students can take to care for themselves and each other, as well as speaking to the experiences of students who are substance free and/or in recovery. This class meeting lays a foundation of what Brown students expect from one another in a caring community. The BWell Orientation Committee comprised of student and staff reviews this programming and makes suggestions for improvements each year.

#### **Ongoing**

- BWell Health Promotion uses population-based health behavior interventions that empower students with information and access to pro-health skills through in person and social media outreach as well as curriculum-based workshops.
- Public health messaging via print and social media with alcohol education and information on campus resources are distributed regularly throughout campus with a focus on residence halls and program houses.
- Educational, evidence-based workshops covering alcohol physiology led by a BWell facilitator are conducted throughout the year within community settings on campus.
- Campus Life Advisory Board on Alcohol and Other Drugs is comprised of staff, faculty and students who come together to compile and analyze relevant data and emerging research to ensure Brown is using evidence informed practices and aligning policy and educational interventions with outcomes that can be measured through a variety of data inputs.

For Faculty and Staff:

*The following services are available to Brown Faculty and Staff related to substance use or abuse:*

### **Brown University Faculty/Staff Assistance Plan**

Sometimes personal problems arise and you need to seek outside professional advice, but you are not sure where to turn. The Faculty and Staff Assistance Program (FSAP) is a benefit that is designed to help employees and their families handle personal problems. Often referred to as an Employee Assistance Program, or EAP, this program provides confidential problem assessment and, in many cases, referral for a specific course of treatment. To access the program directly, employees or their immediate family members may call the FSAP, e4health 1-800-828-6025 and indicate that they are covered by the Brown contract.

### **Local and National Resources for Alcohol and Other Drugs**

For Students, Faculty and Staff:

The following local and national resources are available to everyone including students, faculty and staff:

#### **Alcoholics Anonymous 401-438-8860**

Anonymous twelve-step recovery program.

#### **Butler Hospital 1-800-433-6888 (inside RI) or 1-800-272-9699 (outside RI)**

When you or someone you know is ready to commit or re-commit to recovery the patient assessment team at Butler can assist in finding the right program.

#### **Narcotics Anonymous 866-624-3578**

12 step recovery program that focuses on the disease of addiction rather than any particular drug.

#### **The Rhode Island Department of Behavioral Health Care, Developmental Disabilities and Hospitals (BHDDH)**

This site offers a listing of licensed substance use treatment agencies throughout Rhode Island. List includes agencies licensed to provide detox, residential, outpatient, and medication-assisted treatment services.

#### **Rhode Island's Hope & Recovery Support Line, 401-942-STOP (7867)**

This support line connects people to treatment and recovery services 24 hours/day, 7 days/week, 365 days/year.

#### **SAMHSA's National Helpline 1-800-662-HELP (4357) TTY: 1-800-487-4889**

This Helpline provides 24-hour, free and confidential treatment referral and information about mental and/or substance use disorders, prevention, and recovery in English and Spanish.

#### **ZenCare**

Allows you to review local (Providence and Boston area) therapists. You can filter options by selecting alcohol, substance use or recovery focuses. You can also filter by insurance accepted and schedule a phone consultation to see if it is a right fit.

## CAMPUS SAFETY

The Advocacy, Engagement, and Communications Team is responsible for coordinating programming, communications, outreach events, and other informational sessions as it relates to the safety and security of the Brown Community. The bureau also monitors crime trends nationwide and locally and will gear programming accordingly. For example, members of the department participate in University orientation programs, residential unit presentations, distribute a monthly newsletter, provide personal safety sessions, workplace safety and keep the community informed about recent crime trends through social media, morning mail, campus postings and tailored safety sessions. DPS representatives also participate as requested by University students, staff and faculty in numerous events throughout the academic year. Other programming offered by the department includes Community Policing Initiatives that facilitate interaction between DPS officers and various members of the community and is geared toward safety and problem solving. For information regarding the department's community policing initiatives, please go to our [website](#) or contact our Program Coordinator at 401-863-9043.

Personal Safety and Crime Prevention Programs Information and Education: Full-time crime prevention and community policing staff is available to present crime prevention presentations and discussions to groups of any size. The bureau also hosts several crime prevention programs such as Operation I.D. which can be found across campus on a weekly basis. Brown DPS also offers programs to inform as well as encourage students and employees to be knowledgeable and proactive about safety procedures and practices, risk reduction strategies, crime awareness, and





the security of the Brown Campus. A comprehensive list of programs is provided on our website and listed below. The Brown DPS website also contains our Calendar of Events, and Weekly Incident Summary and Interactive Crime Map. Our website has safety tips, videos, support phone numbers and up to date crime map.

Information on the Crime Map is compiled from the Department of Public Safety's Campus Police Incident Reports. These summary reports do not include general service, medical assist, or alarm calls. The previous months' maps are also listed. Please note, a [Daily Crime Log](#) can be reviewed on DPS' website or during normal business hours at the Department of Public Safety Headquarters, 75 Charlesfield Street.

### **Personal Safety and Crime Prevention Programs**

Operation ID: Operation Identification is a nationally recognized property identification program open to all members of the Brown University community. As a Crime Prevention Program, its goal is to deter the thefts and aid in the recovery of stolen property. This is accomplished by applying decals to mark valuable property and tracking important identifying information about such property. Marked items are difficult for a thief to resell, and these items can be traced to the rightful owner. Laptops, tablets, cell phones, bikes and other items of value may be registered with DPS. A numbered decal will be applied to each item for easy identification. To make an appointment to have your items registered, please contact our Crime Prevention Offices at 401-863-9593 and 401-863-9637 during normal business hours. A list of events can be found on our [website](#) calendar and published in Today@Brown.

Safewalk: Safewalk was formed at DPS in 1988 in response to women's safety concerns on campus. Over time, we have come to realize that safety is an important issue for all members of the community. Safewalk is a DPS program staffed by student employees who provide point-to-point walking escorts for their fellow community members.

Each two-person team patrols the campus, along the Brown OnCall Shuttle route, acting as additional "eyes and ears" for community safety. SW stations a team at the Rockefeller Library and the CIT, to accommodate those who study late. The teams can be identified by their distinctive Safewalk vests with reflective strips, and photo IDs. Each SW team is equipped with a two-way portable radio to communicate to DPS dispatch at any time. If you see a Safewalk team on campus, feel free to ask them to walk with you if you are feeling unsafe. Safewalk phone number (401) 863-1079. Service Hours: Academic year, Weekdays 9 p.m. to 2:15 a.m. and Weekends 10:15 p.m. to 2:15 a.m.

The Brown Building Security Initiative (BBSI): BBSI is a campus security program that seeks to promote voluntary efforts to enhance workplace security by developing and maintaining collaborative partnerships with various academic and non-academic department chairs. It is our hope that through these partnerships we can enhance our ability to assess the security of university buildings, and address possible factors that may compromise the safety of the Brown community and our facilities.

The objectives we have identified for this initiative include:

- Promote the assessment of the security of academic departments and physical spaces.
- Offer a mechanism to efficiently address issues that may potentially compromise the security of university facilities.
- Develop and enhance partnerships within the community and further advance the department's community policing and crime prevention efforts into various academic and non-academic spaces across campus.
- Streamline communications with staff and faculty about safety awareness and security issues.

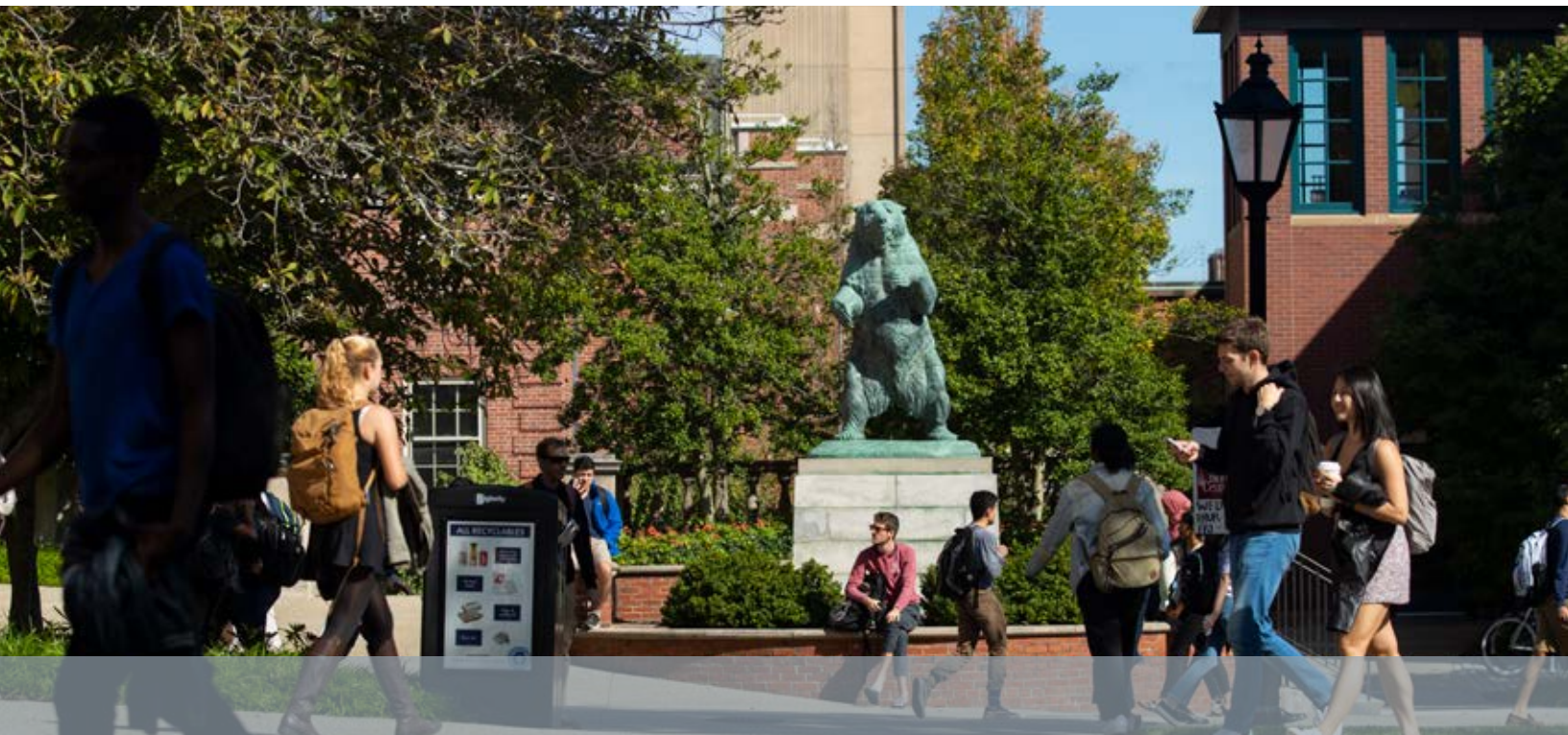
DPS firmly believes that success in achieving greater safety and security on campus is dependent upon the involvement and active participation of many individuals and departments.

We also offer general BBSI Information Sessions for staff and faculty, as well as for academic and administrative departments. General information sessions provide an overview of the program's objectives, introduce participants to the general concepts of hostile intruder awareness, and provide guidelines for how individuals can play an active role in enhancing building security at Brown. Department sessions are typically offered following the completion of a security assessment.

*If you would like to discuss a security assessment for your department/building, please call 401-863-9593 for additional information.*

**U-Lock or U-Lose Bike Registration and U-Lock Upgrade:** This campaign was developed in response to a bicycle theft crime trend on campus. Crime data and analysis shows that the contributing factor to thefts are that bikes stolen were locked with a cable lock or not locked at all. The U-Lock or U-Lose program was designed to inform the community members about the crime trend, get members to register their bikes to show ownership and by registering their bikes they could upgrade their cable lock to a new U-Lock. The department purchases a number of U-Locks and are available on a first come first serve basis to all Brown students. If you have questions regarding the crime trend or would like to participate in the program check our website calendar or call 401-863-9593.

**Residential Vulnerability and Security Assessments (RSVA):** The Department of Public Safety, Crime Prevention Unit provides free RSVAs for all Brown students that live within the On-Call shuttle service area. The program proposes to reduce off-campus risks and hazards by providing students and home-owners with information and strategies that enhance personal safety and home security. Recommendations are not full proof but will certainly maximize residential safety.





- Improve the quality of life for students and neighboring communities by applying CPTED (Crime Prevention Through Design) principles during an assessment.
- Develop residential environments where crime cannot flourish.
- Upon receiving a written request by e-mail or letter and upon completion of Pre-Assessment Questionnaire, the Brown Crime Prevention Unit will schedule a vulnerability assessment with any Brown student or staff member living within the jurisdiction of Brown DPS and the On-Call shuttle service.

*For more information, check our website or call 401-863-9637*

Listening Session Initiative for Students: The Department of Public Safety (DPS) offers informal opportunities for an intimate conversation with department leadership through our new Listening Session Initiative. Our intent is to be fully present and to listen; no cameras, no media, no agenda.

Within the listening session format, students are encouraged to attend to share thoughts and recommendations into matters that have the potential to impact police-community relations and campus safety programming on Brown's campus. Nationally, we are faced with many issues that are deeply concerning to us all and we are striving to be a department that takes an active role in discussions and programming that promotes partnerships, understanding, and trust with the community we serve at Brown. We know the work will be challenging, but we understand it is vital to building community relationships. Students will also have the opportunity to learn about the department's Diversity and Inclusion Action Plan and to provide feedback. We encourage student organizations and groups to take full advantage of this unique opportunity. Small group discussions are preferred.

*For more information and/or to schedule a session for your student constituency, please call, 401-863-2542*



Transaction Safe Space: Brown DPS welcomes Brown students and staff to utilize the front lobby for processing exchanges from online transactions. There is a phone in the lobby that auto-dials to the DPS Communications Center in case of an emergency.

“If the sale is legitimate, why would anyone not agree to meet at a police station lobby to complete the sale? Consider our location as a safe alternative. It is there if you need it.” Sergeant Kelly Mitchell.

Personal Safety Alarms (PAL): Any student, faculty or staff member may obtain a Personal Safety Alarm (PAL) device to carry and use for alerting individuals nearby that they are in danger. The personal alarm can be carried in a purse, pocket, or attached to a keychain. It can be used in an emergency situation to call for help, draw attention to an unsafe situation, or to scare off an attacker.

*For your free alarm, please email: [campus\\_safety@brown.edu](mailto:campus_safety@brown.edu) or call 401-863-9593.*

Brown Guardian: Rave Mobile Safety, contracted by the university, offers a new and improved version of the mobile Guardian application. The Brown Guardian Mobile Safety App is available to all University students, staff, and faculty for free. All existing Rave Alert Users have access to Rave Guardian — all you need to do is provide either your phone number or brown email address to register. It can be downloaded as Rave Guardian by Rave Mobile Safety from Google Play or iTunes or by navigating to [getrave.com/forwardToGuardianAppStore.do](http://getrave.com/forwardToGuardianAppStore.do) from your phone's browser.

New Features Effective June 27, 2018:

- A new Call Directory which now includes the 24-hour Sexual Assault Response Line and Counseling and Psychological Services (CAPS) quick call options
- A new University Resource button featuring direct links to important campus resources
- Instant location sharing and streaming option even while in anonymous mode
- An enhanced two-way text option allowing users to send anonymous tips to Public Safety
- A content portal that may be populated with University Campus Safety Information

*Important Note: This service does not replace the standard practice of dialing 401-863-4111 or 3-4111 from any campus phone to report campus-based police, fire, or medical emergencies to the Brown Department of Public Safety.*

Safety-Related Workshops: The Department of Public Safety provides the community with the resources and education necessary to make informed choices about their safety. Department personnel participate in a wide range of campus events to include University orientations, resource fairs, Community Coordinators trainings and other special campus events in an effort to provide all members of the community with valuable and practical safety information. This information is also imparted through workshops geared towards relevant national awareness and emergency campaigns. Some of the programs offered:

- Cyber Stalking
- Stalking Awareness
- Identity Fraud
- Stop the Bleed, Save a Life
- Emergency Preparedness Training table-top exercises
- Run, Hide, Fight

“Be Safe Brown!” and “National Night Out” are two annual campus and community safety resource campaigns featuring a wide range of offices and resources that promote campus, personal, environmental and public safety. “Be Safe Brown!” is offered annually in October to kick off Crime Prevention Month activities. “National Night Out” is an annual community-building campaign that promotes police-community partnerships and neighborhood camaraderie to make neighborhoods safer, more caring places to live. This family-friendly night of entertainment is held in August and is free and open to the public.

## PRIMARY PREVENTION AND AWARENESS PROGRAMS FOR ALL INCOMING STUDENTS

### Overview

According to the American College Health Association, prevention of sexual violence on college campuses should take a holistic approach incorporating all levels of the socioecological system. BWell uses a public health framework to provide orientation programming on both the individual and community levels.

BWell’s Orientation programs, Culture of Consent and Community Care, takes a holistic approach with multiple opportunities for students to engage in content, with each component building upon the previous interventions and interactions. This scaffolding approach allows students to interact with the material as they are ready and develop knowledge and skills over time. All three layers of the scaffolded program is required for all incoming students.

All BWell Orientation components are designed with the following core principles:

1. Research based and evidence informed with utilization of best practices in the field of Health Promotion that maximize the potential for knowledge gain, attitude shift and behavior change.
2. Recognizes social justice and the social determinants of health as foundational to individual and community wellbeing.
3. Honor students’ lived experiences, making space for incorporating these into Orientation programming and empowering them to change Brown for the better.

## Online Courses

Students complete two online courses before they arrive at Brown. The courses introduce students to the global concepts of consent, sexual violence prevention, and health and safety and substance use.

### Alcohol Edu Course Objectives:

1. Understand what to expect and how the course works
2. Define standard drink measurements for beer, wine, and liquor
3. Describe the negative physical, mental, and social consequences associated with high-risk drinking
4. List the negative effects that drinking can have on a college community
5. Agree: Most college students abstain or avoid drinking heavily
6. Demonstrate non-confrontational responses to turn down a drink or invitation to attend an alcohol-focused event
7. Understand how AOD use can affect relationships and impact other students' college experience
8. Respect and support non-drinkers
9. List strategies for managing stress
10. Explain the factors that affect BAC
11. Explain the implications of alcohol's biphasic properties
12. List the strategies that drinkers can use to keep BAC in a safer range
13. Understand the risks posed by polysubstance use
14. Explain how heavy drinking impacts information processing and memory
15. Understand the risks of vaping
16. Understand incapacitation, impairment, and consent
17. Cite the laws and campus policies relevant to underage AOD use
18. Understand that almost all institutions of higher education must follow federal law regarding cannabis use, regardless of state legalization status
19. Itemize the legal, financial, academic, and social consequences that can result from a DUI
20. Describe a range of active bystander strategies to prevent incapacitation, impaired driving, and overdose
21. Describe the symptoms and health and safety risks of AOD overdose
22. Demonstrate how to reach out to a friend who may have a problem with alcohol or other drugs
23. Agree: My decision not to drink heavily will help me accomplish my personal goals and be more successful
24. Describe a system for setting personal goals, monitoring progress, and tracking their completion
25. Outline a personal plan for keeping BAC at a safer level (drinkers)
26. Outline a personal plan for continuing to not drink (abstainers)
27. Demonstrate mastery of course topics
28. Reflect on custom messaging
29. Explore additional material available online

### Sexual Assault Prevention Course Objectives:

1. Understand that sexual violence/assault is everyone's responsibility; everyone on campus can do something to intervene and stop it
2. Understand how learning about sexual assault, healthy relationships, and consent contributes to a safe/supportive campus community



3. Identify key elements of their personal identities, including their core values
4. Describe how their identities and values influence how they view relationships and sexual violence
5. Recognize that crimes related to sexual violence (sexual assault, sexual harassment, intimate partner violence, stalking) all point to abuse of power and control
6. Describe the key elements of healthy and unhealthy relationships
7. Explain ways to be supportive to someone who is in an abusive relationship
8. How to seek assistance if you are questioning if your relationship is abusive
9. Explain the concept of gender stereotyping and how it relates to the issue of sexual violence
10. Describe the impact of gender stereotypes on both male victims and non-binary individuals
11. Illustrate the impact of sexist language
12. Describe ways to intervene to stop others from using sexist language; awareness of the negative impacts of this kind of language
13. Describe how laws, such as Title IX are meant to protect individuals from sex- or gender-based harassment
14. Recognize different forms of sexual harassment in campus environment
15. Understand the emotional impacts of these kinds of behaviors
16. Recognize examples of stalking behavior common in a campus environment
17. Know how to intervene in a situation where someone may be engaging in sexual harassment/stalking-types of behaviors
18. Define consent and its importance in relationships
19. Indicate when an individual is incapable of giving consent
20. Describe ways to ask for consent and to get clarification if the presence of consent is unclear
21. Define and give examples of coercion
22. Describe the role that alcohol plays in consent and coercion
23. Evaluate different ways to intervene and/or get help if you witness a situation where consent is not present
24. Describe when to call on others, including emergency professionals to a situation
25. Identify ways to respond when a friend discloses a sexual assault
26. Help a survivor identify counseling and reporting services, if he or she chooses to use them
27. Describe the options for reporting a sexual assault to campus or police officials
28. Describe what typically happens during the reporting process

### **Class Meeting**

The Culture of Consent and Community Care Class Meetings are held during Orientation. Through personal narratives and a series of videos, returning students orient the incoming class to Brown's commitments and values and the expectations of them as the newest members of Brown's community.

Objectives:

First year students will be able to:

1. Describe 2 ways that consent and bodily autonomy are cultural norms for the Brown community in everyday interactions.
1. Describe 2 ways to articulate, recognize, and respect boundaries within sexual interactions.
2. Identify 2 resources for interpersonal violence response on campus.

3. Describe 2 ways that help-seeking behaviors are valued within the Brown community.
4. Identify 2 resources for seeking help with substance abuse.
5. Articulate 2 ways to make informed decisions around Alcohol and Other Drug use.
6. Describe 2 ways that alcohol and other drug use may positively and/or negatively contribute to social wellbeing (sense of belonging and making connections).
7. Identify 2 ways to support and demonstrate respect for students who choose to be substance free.

#### Structure + Methodology:

The class meeting includes content delivered through live student testimonials, videos of consent scenarios and campus resources. A cast of 5-7 returning students write and deliver testimonials about personal experiences that illustrate the class meeting's objectives, discuss and frame the videos, and welcome the new class.

It is structured as follows:

- Opening
- Sophomore — Importance of Meeting Testimonial (Objectives 1, 4)
- Consent Videos and Debrief (Objectives 1, 2)
- Culture of Consent Testimonial (Objectives 1, 2, 4)
- Resources Video (Objectives 3 + 5)
- Alcohol and Being True to Self Testimonial (Objectives 6, 7)
- Sub Free at Brown Testimonial (Objectives 4, 5, 6, 7, 8)
- Alcohol and Community Care Testimonial (Objectives 6, 7)
- Closing

### Neighborhood Meetings

Unit meetings are held the day after the Class Meeting in smaller groups within students' residential communities. The unit meetings build students' skills — around consent, bystander intervention and support for survivors — for application in their residential communities, friend groups, and in their intimate relationships.

Objectives:

First year students will be able to:

1. Identify the following five elements of consent: that consent is: 1) freely given, 2) reversible, 3) informed, 4) engaged, and 5) specific.
2. Identify language for clear communication about consent during a sexual interaction.
3. Discuss indicators of harmful situations that require intervention and brainstorm safe and effective methods to intervene.
4. Name four best practices for supporting a survivor of sexual violence.

#### Structure + Methodology:

The neighborhood meetings are held a day after the class meeting. Residential communities gather and are led in activities and discussion by a facilitation team of one Bruno Leader and one BWell student leader. The facilitation teams are trained by BWell professional staff to deliver the 1 hour curriculum.

The neighborhood meetings are structured as follows, with interactive learning activities and guided discussion for each section:

- Communication and Consent (Objectives 1, 2)
- Bystander Intervention (Objective 3)
- Supporting Survivors (Objective 4)

BWell Health Promotion supports the development of skills for lifelong, holistic health and wellbeing for all Brown students by offering interventions that are both community- and evidence-informed, and rooted in social justice to empower growth and the ability to thrive, prevent health disparities, and respond to emergent needs. BWell actively contributes to creating a University that fosters a safe, supportive and inclusive learning and living environment, empowering students' growth and ability to thrive. This is achieved through theory-driven and evidence-informed educational interventions which identify the interplay of power, privilege and oppression and seek to address the roots of interpersonal violence and increase positive relationships for students.

A central focus of the work of the Department is to design, implement and evaluate empowerment and prevention education through programming and awareness campaigns for Brown students as well through our peer education programs; Sexual Assault Prevention Education (SAPE), Sexual Health Awareness Group (SHAG), and the B-TEAM (Brown Transforming, Exploring, and Affirming Masculinities).

#### Type of Intervention:

- Support Groups: weekly harm and healing group for survivors
- Trainings: Trainings for student leaders and para-professionals at Brown (Community Counselors, EMTs, Peer Advisors and Educators) addressing consent, sexual violence prevention and/or response, bystander intervention, trauma-informed practices, fulfilling relationships, masculinity and gender roles.
- Workshops: BWell staff and peer-led workshops and Culture of Consent Orientation program addressing consent, sexual violence prevention and/or response, fulfilling relationships, masculinity and gender
- Peer Education Advising and Development: professional development, supervision and mentorship of peer educators providing primary and secondary prevention roles.
- Awareness Passive Outreach Campaigns: include print and digital social marketing campaigns on the elements of consent, where to get support and to report, bystander intervention skills, and dynamics of coercive and healthy relationships

In 2021, Brown joined NASPA's (National Association of Student Personnel Administrators) Culture of Respect's Collective, a two-year program that brings together institutions of higher education that are dedicated to addressing sexual and gender based violence, guiding them through rigorous self-assessment, collaborative strategic planning, and targeted organizational change. The self-assessment is organized around six key pillars (Survivor Support, Clear Policies, Multitiered Education for the entire campus, Public Disclosures of Statistics, Schoolwide Mobilization with students, groups and leaders and Ongoing Self-Assessment). These pillars outline a holistic framework to building infrastructure around interpersonal violence prevention and response. In alignment with the tradition of grassroots engagement at Brown, this initiative brings together campus organizers and

practitioners who are engaged in advocacy, scholarship and support services university-wide. Leading Brown's participation in the Culture of Respect Collective is Tanya Purdy, Director BWell Health Promotion, Jeana Horton, Institutional Equity Investigator, and Ebony Manning, Title IX Coordinator. Together, they engage a Campus Leadership Team composed of stakeholders, practitioners and scholars from across the university, along with staff and students currently engaged in existing prevention and intervention efforts. Information about Brown's Culture of Respect efforts can be found at [here](#).

### Emergency Blue Light Phones

There are approximately 150 outdoor emergency phones located on or near the exterior of all residence halls and most university buildings. They are also located on the campus walkways, at the parking garage, and additionally, there are 45 elevator phones in various campus buildings.

Outdoor emergency phones are housed in gray or yellow Lexan cases, are mounted directly to buildings or stanchions, and have a blue light above them. These phones can be used for calling within the university phone system and have a direct speed calling button (marked in red) with an automatic identifier so that the Communications Officer will know your locations when the call is answered. When getting acquainted with the campus, try to note the locations of these phones.

How to Use the Blue Light Emergency Phone:

1. To activate Emergency Blue Light Phone: Press the RED emergency button and phone will automatically dial Public Safety. Wait for the dispatcher to answer and explain the problem. A blue light will flash above the phone so that responding personnel can more easily locate you.
2. To activate keypad: Press the black button and wait for a dial tone, dial extension number, press the black button when completed.

To view a campus map with the locations of our emergency [brown.edu/facilities/campus-maps](https://brown.edu/facilities/campus-maps).



## Public Safety Technology

Public Safety Technology within the Office of Information Technology (OIT) provides strategic planning, system development, and support for the Public Safety Systems and the Department of Public Safety at Brown University. OIT Public Safety Technology provides oversight and coordination for Public Safety Systems and Projects including major Public Safety initiatives as it relates to Public Safety Technology. The team plays a critical role in administering and physically supporting all Public Safety Technology. The functional areas of this team include but are not limited to:

- Oversight of University Access Control System, CCTV Video Security System, and other Building Security Systems
- Strategic planning and establishing roadmaps for Public Safety Technology
- Administration of Public Safety Applications
- Physical Support & Maintenance of Access Control and CCTV Video Security System
- Strategic partnership with Public Safety Management on enhancements of Public Safety systems, computing, and networking.

Access to most University facilities is intended to be restricted to students, staff, and faculty of Brown or those with legitimate business with the University. Any person on University property must be able to show proper identification upon request. During evening and weekend hours, most University facilities are kept locked, and both key and card access are restricted to individuals who obtain authorization through proper administrative channels.

Security of both personal and property in residence halls relies greatly on the precautions taken by student residents. Room doors, exterior doors, basement, adjacent fire escapes and fire doors on every floor should be kept locked at all times. Fire doors should be closed. Alarms will be generated within the security systems for any exterior doors propped open where the door is controlled by card access. Do not prop doors open. Close any doors you find propped open. Report immediately to DPS any thefts, or attempted thefts, as well as suspicious activity, so that officers may be dispatched to investigate.

A campus-wide access control system has been installed in all residential dorms and in administrative buildings on campus. There is twenty-four-hour monitoring of the system and an officer is dispatched if a door is propped, or held open too long, or forced open. As with all technology, the system is not infallible and all students are advised to remain vigilant with regard to security matters.

## CAMPUS CRIME REPORT

### Definition of Categories

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

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

Burglary is the unlawful entry of a structure to commit a felony or a theft.

Dating Violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the

reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of abuse. Dating Violence does not include acts covered under the definition of domestic violence.

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

Motor Vehicle Theft is the theft or attempted theft of a motor vehicle.

Murder and Non-negligent Manslaughter is defined as the willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence is defined as the killing of another person through gross negligence.

Robbery is the taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

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

Sexual Assault (Sex Offenses) is any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

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

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

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

Statutory Rape is sexual intercourse with a person who is under the statutory age of consent.

Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Under the Clery Act, the following categories are reported: race, religion, sexual



orientation, gender, gender identity, ethnicity, national origin and disability. Hate crimes include any of the following offenses that are motivated by bias: murder and non-negligent manslaughter, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property.

Destruction/Damage/Vandalism of Property is to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Larceny-Theft is the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.

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

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

Arrest is defined as persons processed by arrest, citation or summons.

Referred for disciplinary action is defined as the referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction.

Weapons carrying, Possessing, Etc., is defined as the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

Drug Abuse Violations are defined as the violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.

Liquor Law Violations are defined as the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

### Clery Geographic Definitions

On-campus includes the following: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to the area identified above, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes.

On-Campus Student Housing facilities is any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus.

Public Property encompasses the following: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Non-campus are any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

### Brown's Approach to Reporting Sexual and Gender-Based Violence Statistics

Brown University takes a proactive approach to addressing the serious national issue of sexual- and gender-based harassment and violence on college campuses.

In October 2019 — four years after playing a key role in the nation's first comprehensive climate survey of college students on sexual assault and misconduct — the University released the results of a follow-up study in which Brown students reported increased trust in the University and knowledge of resources related to sexual- and gender-based misconduct. In the years prior to the study, Brown transformed its approach to prevention; adopted a unified policy that applies to the entire campus community; implemented a new approach to investigating and resolving complaints in a prompt, fair and impartial manner; and created a Title IX and Gender Equity Office to oversee efforts.

As part of this work, Brown has proactively encouraged a culture in which students report incidents of sexual assault and misconduct and seek support and assistance from the University. In addition, while some confidential resources are not required by the Clery Act to report Clery crimes, at Brown they are encouraged to inform persons being counseled/treated of procedures to report crimes on a voluntary, confidential basis to a Campus Security Authority. The University provides statistics on reported incidents through both an annual Title IX and Gender Equity Office report and through this Annual Security Report. Brown expects that in some years, its number of reports of sex offenses may exceed those of other institutions, given encouragement of reporting of these types of incidents.

# STATISTICS

## BROWN UNIVERSITY CRIMINAL OFFENSE STATISTICS

January 1, 2021 to December 31, 2023

Criminal Offenses	2023				2022				2021				Student Housing Facility Included with On Campus		
	On Campus	Non Campus	Public Property	Total	On Campus	Non Campus	Public Property	Total	On Campus	Non Campus	Public Property	Total	2023	2022	2021
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	20	0	0	20	21	0	0	21	11	0	1	12	16	17	9
Fondling	12	0	0	12	11	0	1	12	6	0	0	6	2	8	4
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	2	2	0	0	2	2	0	0	1	1	0	0	0
Aggravated Assault	1	0	3	4	0	0	28	28	1	0	0	1	1	0	0
Burglary	6	0	0	6	9	0	0	9	6	0	0	6	2	4	2
Motor Vehicle Theft	24*	0	0	24*	17	0	1	18*	10	0	6	16*	0	0	0
Arson	0	0	0	0	1	0	0	1	0	0	0	0	0	1	0
Domestic Violence	12	0	0	12	1	0	0	1	0	0	0	0	11	1	0
Dating Violence	4	0	1	5	6	0	0	6	3	0	0	3	2	4	2
Stalking	8	0	0	8	12	0	0	12	2	0	0	2	1	4	0

\*2023, 2022, and 2021 Motor Vehicle Theft statistics included electric bicycles and electric scooters.

### UNFOUNDED REPORTS

2023 - zero    2022 - zero    2021 - zero

## BROWN UNIVERSITY HATE CRIME STATISTICS

<p>2023 1-student housing/Simple Assault/ Sexual Orientation 1-public property/Vandalism/Religion 1-on campus/Vandalism/Religion</p>	<p>2022 1-Public Property/Aggravated Assault/Sexual Orientation 1-Public Property/Vandalism/Religion 1-On Campus/Vandalism/Religion 1-Public Property/Intimidation/ Religion</p>	<p>2021 1-student housing/Vandalism/Religion 1-public property/Intimidation/Race 1-public property/Intimidation/ Sexual Orientation 1-on campus/intimidation/Religion 1-student housing/Larceny/Religion 1-student housing/Intimidation/Race</p>
--	--	--

Reportable hate crimes are: murder and non-negligent manslaughter, sexual assault, robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation, destruction/damage/vandalism of property

The categories are: race, religion, sexual orientation, gender, gender identity, ethnicity

## ARRESTS FOR WEAPONS, DRUG ABUSE, AND LIQUOR LAW VIOLATIONS January 1, 2021 to December 31, 2023

	2023				2022				2021				Student Housing Facility Included with On Campus		
	On Campus	Non Campus	Public Property	Total	On Campus	Non Campus	Public Property	Total	On Campus	Non Campus	Public Property	Total	2023	2022	2021
Weapons	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

## DISCIPLINARY REFERRALS FOR WEAPONS, DRUG ABUSE, AND LIQUOR LAW VIOLATIONS January 1, 2021 to December 31, 2023

	2023				2022				2021				Student Housing Facility Included with On Campus		
	On Campus	Non Campus	Public Property	Total	On Campus	Non Campus	Public Property	Total	On Campus	Non Campus	Public Property	Total	2023	2022	2021
Weapons	0	0	0	0	1	0	0	1	0	0	0	0	0	1	0
Drug Abuse	20	0	0	20	8	0	0	8	27	0	0	27	20	6	25
Liquor Law	90	3	3	96	153	0	0	153	118	0	1	119	73	129	111

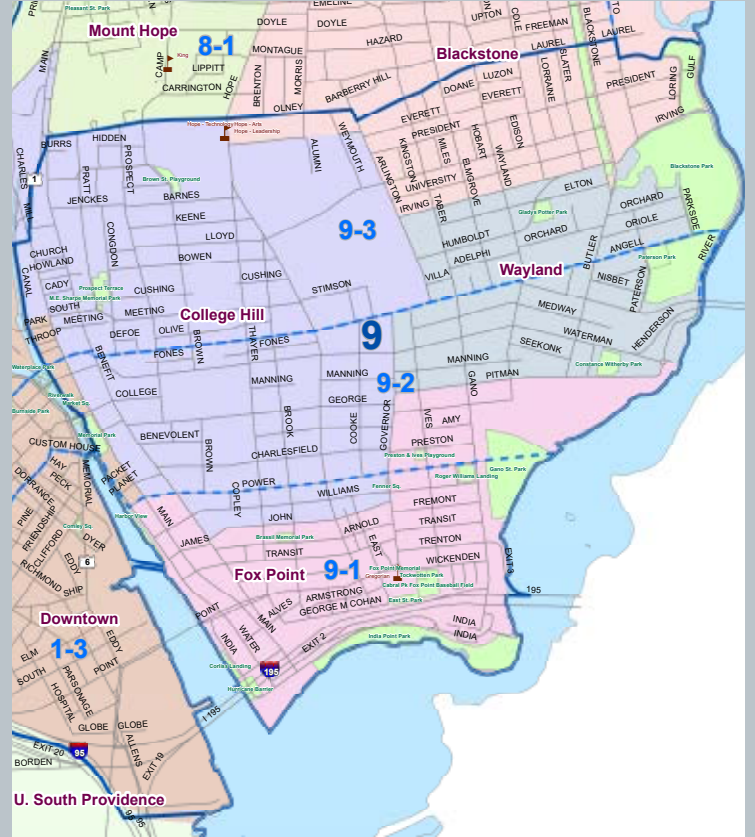
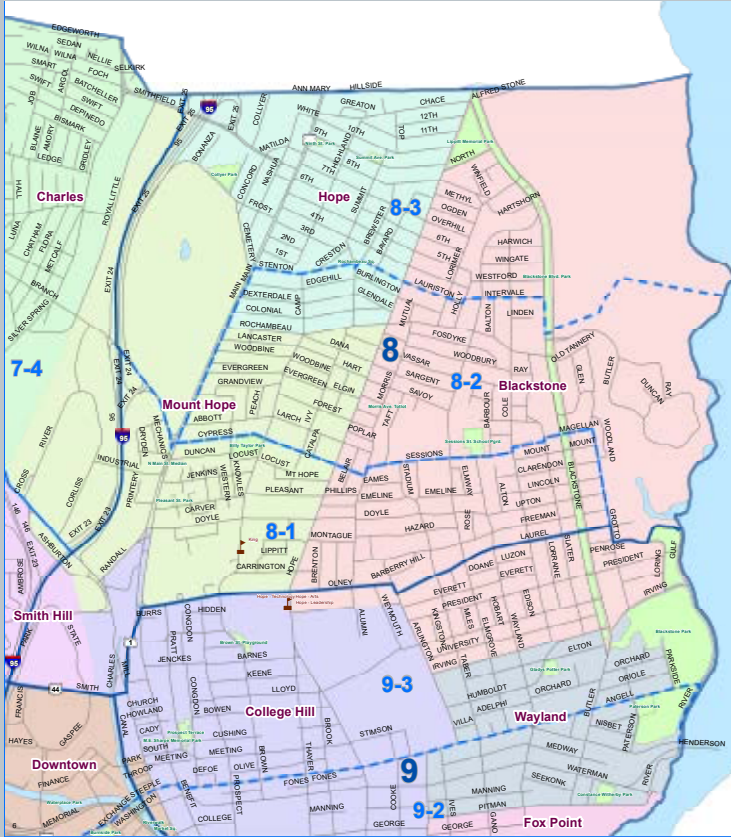
PROVIDENCE POLICE DEPARTMENT – CRIMINAL OFFENSE STATISTICS  
East Side of Providence

	District 8-1			District 8-2			District 8-3			District 9-1			District 9-2			District 9-3		
	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2021	2023	2022	2021	2023	2022	2021	
Homicide	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Rape	2	0	2	3	1	0	1	3	2	1	0	2	3	1	1	5	0	2
Fondling	0	0	2	0	1	2	1	0	0	0	0	0	0	0	1	0	1	2
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	2	4	0	2	1	1	3	0	0	0	2	1	0	0	0	4	0
Aggravated Assault	0	5	9	6	3	3	4	6	10	4	6	7	1	0	2	4	6	1
Burglary	12	12	9	9	10	10	4	11	1	8	34	42	8	25	69	16	30	43
Motor Vehicle Theft	14	13	16	6	9	16	5	13	8	7	15	9	5	14	9	5	22	17
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	4	0	0	1	0	0	2	0	0	1	0	0	1	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

see map on page 38 for district areas



# PROVIDENCE POLICE DEPARTMENT CRIMINAL OFFENSE STATISTICS EAST SIDE OF PROVIDENCE - DISTRICT MAP



1. Providence statistics are referenced by the specific district servicing the indicated area.
2. Providence Police Department statistics may include reports also counted by the Brown University Department of Public Safety.

Visit Providence Police Department's website for further information.

LOCAL POLICE CRIMINAL STATISTICS FOR  
OFF CAMPUS HOSPITAL RESEARCH AND TRAINING SITES

	RI Hospital/Woman & Infants (Providence)			Roger Williams Hospital (Providence)			Bradley Hospital (East Providence)			Miriam Hospital (Providence)			Butler Hospital (Providence)		
	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
Homicide	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses	*2	*3	*5	0	**2	0	0	0	0	0	0	**1	0	0	***2
Robbery	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	16	12	11	13	4	14	0	0	0	0	0	7	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	2	5	5	0	5	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2023 \*includes 1 rape and 1 fondling offense

2022 \*includes 2 rape and 1 fondling offense \*\*includes 2 rape offenses

2021 \* includes 4 rape and 1 fondling offenses \*\*includes 1 rape offense \*\*\*2 fondling offenses

## APPENDIX A

### **Title IX Policy**

#### **1.0 Policy Purpose**

The purpose of this Title IX Policy (“Policy”) is to set forth the obligations of Brown University (“Brown” or “the University”) to prohibit Sex Discrimination in accordance with Title IX of the Education Amendments of 1972 (“Title IX”). The University enacts this Policy in accordance with Title IX and relevant provisions of the Violence Against Women Act; Title VII of the Civil Rights Act of 1964; the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act; their implementing regulations; and other applicable federal and Rhode Island state laws and regulations.

#### **2.0 To Whom the Policy Applies**

The behavioral expectations of this Policy apply broadly to the entire University community, including Students, Employees, Applicants, Contractors, Invitees, and other individuals participating in or attempting to participate in the University’s Education Program or Activity (“Covered Persons”). The behavioral expectations of this Policy apply to any alleged Prohibited Conduct that creates a Hostile Environment in, or has a continuing adverse effect on, Brown’s Education Program or Activity wherever that alleged Prohibited Conduct occurs, including on campus, off campus, and online.

#### **3.0 Policy Statement**

This Policy prohibits Sex Discrimination, including Sex-Based Harassment, as well as related Retaliation. This Policy also prohibits Prohibited Intimate Relationships. Sex Discrimination, Sex-Based Harassment, Retaliation, and Prohibited Intimate Relationships are collectively referred to in this Policy as Prohibited Conduct.

This Policy is written and interpreted broadly to include online manifestations of any Prohibited Conduct, when Prohibited Conduct occurs in or has an effect on the University’s Education Program or Activity, or when it involves the use of University networks, technology, or equipment. Although Brown may not control websites, social media, or other venues through which harassing communications are made, when such communications are reported to the University, it will engage in a variety of means to address and mitigate the effects. These means may include the use of the Title IX Grievance Procedures to address off-campus conduct whose effects contribute to limiting or denying a person access to Brown’s Education Program or Activity.

The University designates and authorizes Ebony Manning as its Title IX Coordinator to coordinate its efforts to comply with its responsibilities under Title IX. The contact information for the Title IX Coordinator is provided in Section 3.1.

In all cases in this Policy where a University official, including the Title IX Coordinator, is referenced, it shall include their designee.

### 3.1 Notice of Title IX Nondiscrimination

Brown does not discriminate, nor does it permit discrimination, on the basis of sex, including discrimination on the basis of sex stereotypes, sex characteristics, sexual orientation, or gender identity, as well as Parental, Family, or Marital Status, or Pregnancy or Related Conditions, in its Education Program or Activity, including in admission and employment. Brown has adopted Title IX Grievance Procedures that provide for the prompt and equitable resolution of Complaints alleging any action which would be prohibited by this Policy or by Title IX, which provides as follows:

**No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.**

Sex discrimination is also prohibited by Title VII of the Civil Rights Act of 1964 and state law.

Inquiries about the application of Title IX to Brown may be referred to Brown's Title IX Coordinator, the United States Department of Education's Office for Civil Rights ("OCR"), or both.

#### **The contact information for Brown's Title IX Coordinator is:**

Title IX and Gender Equity Office  
20 Benevolent Street  
Providence, RI 02912  
Telephone:(401) 863-2026  
Email: [titleixoffice@brown.edu](mailto:titleixoffice@brown.edu)  
Web: [Title IX and Gender Equity Office](#)

The contact information for OCR is:

Office for Civil Rights  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, DC 20202-1100  
Telephone: (800) 421-3481  
Fax: (202) 453-6012  
TDD#: (877) 521-2172  
Email: [OCR@ed.gov](mailto:OCR@ed.gov)  
Web: [ed.gov/ocr](http://ed.gov/ocr)

View Brown's [Corporation Policy Statement on Equal Opportunity, Nondiscrimination, and Affirmative Action](#).

Information on how to report information about conduct that may constitute Sex Discrimination under Title IX is available in Section 3.3. Information on how to make a Complaint of Sex Discrimination is available in Section 2.1 of the Title IX Grievance Procedures.

## **3.2 Confidentiality and Privacy**

### **3.2.1 Confidentiality**

Confidential communications are those exchanged with individuals belonging to certain professions (such as healthcare providers, professional counselors, or pastoral counselors) which require maintaining the confidentiality of communications disclosed to the individual in the context of providing professional services. Such individuals cannot disclose the content of those communications, or records of the same, to any third party without the disclosing individual's prior written consent, or if permitted or required by law or relevant professional ethical obligations (such as "duty to warn"). These communications are privileged under federal or state law.

Brown has also identified some confidential Employees whose roles may not by nature be confidential, but who Brown has determined are not required to notify the Title IX Coordinator when a person informs them of conduct that may constitute Prohibited Conduct. This category includes individuals designated to provide services to individuals in connection with Prohibited Conduct, with respect to information disclosed in the course of providing those services.

Also included in the category of confidential Employees are individuals who conduct human subjects-research studies that have been approved by the Institutional Review Board and which are designed to gather information about Prohibited Conduct, with respect to information disclosed in the course of conducting the approved study.

Confidential Employees are not required to notify the Title IX Coordinator when a person informs them of conduct that may constitute Prohibited Conduct if that information is provided while the confidential Employee is functioning within the scope of their duties to which confidentiality applies. Importantly, however, confidential Employees still must, upon receipt of information about Prohibited Conduct:

- explain that they are a confidential Employee;
- provide contact information for the Title IX Coordinator;
- explain how to report Prohibited Conduct; and
- inform the disclosing individual that the Title IX Coordinator may be able to offer and coordinate Supportive Measures, as well as initiate an Informal Resolution Process or Formal Resolution Process.

Those campus and community professionals who maintain information confidentially are as follows:

**Athletic Trainers**

(401) 863-3851

OMAC

235 Hope Street

[brownbears.com/sports/2018/4/27/athletics-departments-sports-medicine-athletic-trainers](https://brownbears.com/sports/2018/4/27/athletics-departments-sports-medicine-athletic-trainers)

**Counseling and Psychological Services (CAPS)**

(401) 863-3476

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[brown.edu/campus-life/support/counseling-and-psychological-services/](https://brown.edu/campus-life/support/counseling-and-psychological-services/)

**Brown Emergency Medical Services (EMS)**

401-863-4111

[brown.edu/campus-life/health/ems/](https://brown.edu/campus-life/health/ems/)

**Faculty and Staff Assistance Program**

(800) 624-5544

[brown.edu/about/administration/human-resources/benefits/health-and-wellbeing/facultystaff-assistance-program](https://brown.edu/about/administration/human-resources/benefits/health-and-wellbeing/facultystaff-assistance-program)

**Office of the Chaplains and Religious Life**

(401) 863-2344

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[brown.edu/campus-life/spiritual-life/chaplains/about/people](https://brown.edu/campus-life/spiritual-life/chaplains/about/people)

**Sexual Assault Response Line**

(401) 863-6000

[brown.edu/campus-life/health/services/promotion/sexual-assault-dating-violence-get-help/sexual-assault-response-line](https://brown.edu/campus-life/health/services/promotion/sexual-assault-dating-violence-get-help/sexual-assault-response-line)

**Sexual Harm Acute Response & Empowerment (SHARE) Advocates**

(401) 863-2794

450 Brook Street

[brown.edu/campus-life/health/services/promotion/sexual-assault-dating-violence-get-help-help-friend/share-advocates](https://brown.edu/campus-life/health/services/promotion/sexual-assault-dating-violence-get-help-help-friend/share-advocates)

**University Health Services**

(401) 863-3953

13 Brown Street

[brown.edu/campus-life/health/services/](https://brown.edu/campus-life/health/services/)

**University Ombuds**

(401) 863-6145

Hillel Building, 3<sup>rd</sup> Floor

[ombuds.brown.edu/](https://ombuds.brown.edu/)



### 3.2.2 Privacy

Privacy refers to Brown’s commitment to sharing information related to any Report, Complaint, Supportive Measures, Informal Resolution Process, or Formal Resolution Process under this Policy only:

- to a person with a legal right to receive disclosures of information or with prior written consent;
- when necessary to effectuate this Policy, or to otherwise address conduct which may reasonably constitute Sex Discrimination;
- as required by federal law or regulation, including by the terms and conditions of a federal award (e.g., a grant award or other funding agreement); and/or
- when required or permitted by state or local law or the Family Educational Rights and Privacy Act (FERPA).

Brown provides training to Employees regarding the safeguarding of private information and instructs Parties and witnesses about Brown’s privacy-related expectations.

Except as otherwise provided for in this Policy and in the Title IX Grievance Procedures (for example, with respect to the privacy of documents and with respect to Brown’s prohibition on Retaliation), Brown will not restrict the ability of either Party to discuss the allegations prompting a Report or Complaint.

#### 3.2.2.1 Privacy of Documents

In order to preserve the privacy of the Parties and witnesses, documents prepared in connection with the Title IX Grievance Procedures (including, but not limited to, Complaints; Notices of Investigation and Allegation; draft and final interview summaries; draft and final descriptions of evidence and/or investigative reports; notices of hearing; notices of outcome; notices of Discipline and/or Remedies; and any appeals-related documents), as well as audiovisual recordings thereof made of any proceedings under this Policy, may not be disclosed by Parties or others acting on their behalf other than as provided for in this Policy, and as may be required or authorized by law. Any violation of this provision may result in discipline.

### 3.3 Reporting & Resources

#### 3.3.1 Designated Reporting Locations

The University encourages individuals harmed or targeted by, or witnesses of, Prohibited Conduct to report incidents to the Title IX Coordinator. The Title IX Coordinator is available to meet with any individual, including a Complainant, a Respondent, or a third party, to provide information, on- and off-campus resources, and various procedural options. Individuals can report incidents directly to the following:

**Title IX and Gender Equity Office**

20 Benevolent Street  
Providence, RI 02912  
[titleixoffice@brown.edu](mailto:titleixoffice@brown.edu)  
(401) 863-2026  
(401) 863-5140

**Online reporting form:** [cm.maxient.com/reportingform.php?BrownUnivOIED&layout\\_id=8](https://cm.maxient.com/reportingform.php?BrownUnivOIED&layout_id=8)

**Deputy Title IX Coordinators**

Yolanda Castillo-Appollonio - Deputy Title IX Coordinator for Undergraduate Students  
Senior Associate Dean and Director of Student Conduct & Community Standards  
[yolanda\\_castillo-appollonio@brown.edu](mailto:yolanda_castillo-appollonio@brown.edu)  
(401) 863-2653

Lindsay Orchowski - Deputy Title IX Coordinator for the Medical School  
Associate Professor of Psychiatry and Human Behavior (Research)  
[lindsay\\_orchowski@brown.edu](mailto:lindsay_orchowski@brown.edu)  
(401) 444-7021

Maria E. Suarez - Deputy Title IX Coordinator for Graduate Students  
Associate Dean of Student Support Services  
[maria\\_suarez@brown.edu](mailto:maria_suarez@brown.edu)  
(401) 863-1802

Anne Windham - Deputy Title IX Coordinator for Faculty  
Senior Associate Dean of the Faculty  
[anne\\_windham@brown.edu](mailto:anne_windham@brown.edu)  
(401) 863-5410

Individuals should report incidents that involve an imminent safety risk to:

**Department of Public Safety**

75 Charlesfield Street  
Providence, RI 02912  
Emergency Line: (401) 863-4111  
Non-emergency Line: (401) 863-3322

### **3.3.2 Mandatory Reporters**

Taking meaningful action when conduct prohibited by this Policy occurs is a critical component of Brown's commitment to a campus that is free from Prohibited Conduct. All Employees (including Student-Employees), other than those deemed confidential Employees, are mandatory reporters and are expected to promptly report all known details of actual or suspected Prohibited Conduct to the Title IX Coordinator. The Report should include any and all relevant known details about the alleged incident, including the following:

- the names of the involved Parties;
- the alleged conduct; and
- the date, time, and location of the incident.

Where possible, mandatory reporters should make an effort to ensure that the person reporting the conduct understands the Employee's mandatory reporting obligation and the person's right to share the information confidentially with confidential Employees, or with off-campus confidential resources.

A mandatory reporter must report information they have received regardless of the manner of receipt, including through a third party.

Mandatory reporters are not permitted to make anonymous Reports in order to satisfy their obligations as a mandatory reporter.

Failure of a mandatory reporter to report an incident of Prohibited Conduct of which they become aware is a violation of this Policy and may subject the mandatory reporter to disciplinary action. This also includes situations when a harasser is a mandatory reporter. Such individuals are obligated to report their own misconduct and failure to do so is a chargeable offense under this Policy.

A mandatory reporter who is a target of Prohibited Conduct is not required to report their own experience but is encouraged to do so.

### **3.3.3 Time Frame for Reporting**

There is no time limit for providing Reports or Complaints of Prohibited Conduct to the Title IX Coordinator. Individuals are nonetheless strongly encouraged to report incidents of alleged Prohibited Conduct as soon as possible. This will enhance Brown's ability to address the conduct at issue, including by extending Supportive Measures and, if applicable, by conducting an investigation effectively, when Relevant evidence and witnesses are most available.

### **3.3.4 Amnesty**

#### **3.3.4.1 Personal Ingestion of Alcohol and Other Drugs**

Brown generally will offer amnesty to student Complainants, Respondents, reporting parties, and witnesses who disclose the personal

ingestion of alcohol or other drugs, in violation of [Brown University Code of Student Conduct](#), when making a report of Prohibited Conduct and/or participating in an Informal Resolution Process or Formal Resolution Process. Although amnesty safeguards the individual from a disciplinary notation or finding of responsibility for a policy violation for drugs or alcohol, it does not exempt the University from taking appropriate action to address the conduct and/or mitigate future violations.

#### **3.3.4.2 Violation of Healthy Brown Public Health Protocols**

Brown generally will offer amnesty to Complainants, Respondents, reporting parties, and witnesses who disclose participating in activities that do not adhere to established health protocols when making a report of Prohibited Conduct or participating in an Informal Resolution Process or Formal Resolution Process unless the University determines that there was malicious intent. Although amnesty safeguards the individual from a disciplinary notation or finding of responsibility for a policy violation, it does not exempt the University from taking appropriate action to address the conduct and/or mitigate future violations.

#### **3.3.5 On-Campus Resources**

Individuals may speak with or seek services from on-campus resources to learn the available Supportive Measures. The following offices are considered private but not confidential:

##### **Student Support Services**

(401) 863-3145

[brown.edu/offices/student-support/student-support-services](https://brown.edu/offices/student-support/student-support-services)

##### **Administrator-On-Call (AOC)**

(401) 863-3322

Page-Robinson Hall, 5<sup>th</sup> Floor

[brown.edu/offices/student-support/student-support-services](https://brown.edu/offices/student-support/student-support-services)

##### **Department of Public Safety**

(401) 863-4111

Non-Emergency DPS Response

(401) 863-3322

[dps.brown.edu/](https://dps.brown.edu/)

##### **Office of International Student and Scholar Services (OISSS)**

(401) 863-2427

Page-Robinson Hall, 4<sup>th</sup> Floor

[oiss.brown.edu](https://oiss.brown.edu)

### **Survivor Resource Guide**

Brown community members can access Brown's Survivor Resource Guide by visiting <http://go.brown.edu/resourceguide>

#### **3.3.6 Community Resources**

Brown also strongly encourages anyone who becomes aware of an alleged incident of Prohibited Conduct, which may constitute a violation of Rhode Island state law, to report the incident to local law enforcement and provide support, resources, and assistance to those who do so.

#### **Providence Police Department**

Emergency: 911

Non-Emergency: (401) 272-3121

#### **Day One (The Sexual Assault & Trauma Center)**

Helpline: 1-800-494-8100

[dayoneri.org/](http://dayoneri.org/)

#### **Rhode Island Bar Association (Legal Assistance)**

(401) 421-5740

Email: [info@ribar.com](mailto:info@ribar.com)

[ribar.com/](http://ribar.com/)

#### **U.S. Citizenship and Immigration Services (Visa and Immigration Assistance)**

Find Help in Your Community website:

[uscis.gov/citizenship/apply-for-citizenship/find-help-in-your-community](https://uscis.gov/citizenship/apply-for-citizenship/find-help-in-your-community)

#### **American Immigration Lawyers Association (Visa and Immigration Assistance)**

Email: [ils@aila.org](mailto:ils@aila.org)

[ailalawyer.com/](http://ailalawyer.com/)

Medical care may address physical and mental health concerns, including those related to pregnancy and/or sexually transmitted infections. Medical providers may also be able to assist in the collection and preservation of evidence. The ability to collect and preserve evidence of Sexual Assault is limited in time (typically to a window of 72 hours), so it is essential that care be sought as soon as possible. Individuals should avoid showering/bathing, douching, and, if possible, urinating. In the event of oral sexual contact, individuals should avoid eating, drinking, or brushing teeth. Any soiled clothes, towels, or bedding should be retained in paper bags. Preserving physical evidence in this manner may facilitate a criminal investigation, but seeking medical treatment does not obligate an individual to pursue a criminal complaint.

**Hasbro Children’s Hospital**

(401) 444-4000

[lifespan.org/locations/hasbro-childrens-hospital](https://lifespan.org/locations/hasbro-childrens-hospital)

**Women and Infants Hospital**

(401) 274-1100

[womenandinfants.org/](https://womenandinfants.org/)

**Rhode Island Hospital**

(401) 444-5411

[lifespan.org/locations/rhode-island-hospital](https://lifespan.org/locations/rhode-island-hospital)

**3.4 Academic Freedom**

Brown is committed to the principles of free inquiry and expression. Vigorous discussion and debate are fundamental to this commitment, and this Policy is not intended to restrict teaching methods. Nothing in this Policy will be construed to negate any rights afforded in the Faculty Rules & Regulations, Part 5, Section 12.I.C.

**3.5 Conflict of Interest**

The [Brown University Conflict of Interest and Commitment Policy](#) and its related guidelines apply to all members of the Brown community and to all processes and procedures, including the Title IX Grievance Procedures, in place to support and implement this Policy. A conflict of interest may arise when a member of the Brown community may be able to use the authority of their position to influence a University decision, action, or outcome with regard to the implementation and enforcement of this Policy, including the Grievance Procedures. It is the responsibility of all members of the Brown community involved in any aspect of a report of Prohibited Conduct to read the University’s Conflict of Interest and Commitment Policy and to disclose potential or actual conflicts as they arise to the Title IX Coordinator or University Human Resources for Employees.

**3.6 Training and Education**

As part of its commitment to preventing Prohibited Conduct, Brown offers education and awareness programs to bring awareness to and reduce the occurrence of Prohibited Conduct. Incoming Students and Employees receive prevention and awareness programming as an orientation requirement.

All Employees are trained upon hiring and annually thereafter on the University’s obligation to address Sex Discrimination in its Education Program or Activity, the scope of conduct that constitutes Sex Discrimination, including Sex-Based Harassment, and their mandatory reporting requirements.

In addition to the annual training described above, all individuals involved in handling Title IX matters on behalf of the University, including Deputy Title IX Coordinators, investigators, Title IX Council members, Hearing Officers, and Appeal Decision-Makers, also receive annual training from the Title IX and Gender Equity Office on how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest,



and bias; this Policy and the Title IX Grievance Procedures; the meaning and application of the term Relevant, as defined below, and the types of evidence that are impermissible regardless of relevance. The training also strengthens skills in asking questions, reviewing the investigation report, and determining Discipline. Individuals who facilitate informal resolution are additionally trained on the rules and practices associated with the Informal Resolution Process.

The Title IX Coordinator and Deputy Title IX Coordinators receive the annual training described above, as well as training on the specific responsibilities of the Title IX Coordinator and the University's recordkeeping system.

### 3.7 Recordkeeping

The University will document and maintain the following records, in accordance with the records retention schedule of the University and the Title IX regulations, for a period of seven (7) years:

- Reports; Complaints; and records documenting the response to Reports and Complaints, including any Supportive Measures provided, any Emergency Removal or Administrative Leave imposed, and any Informal Resolution Process or Formal Resolution Process undertaken, including the resulting outcome (e.g., the result of any Informal Resolution Process, determinations of responsibility, Discipline imposed on the Respondent, Remedies provided to the Complainant, appeals and the results of such appeals);
- Any records documenting action taken by the University to address Reports of Sex Discrimination, prevent its recurrence, and remedy its effects; to address any barriers identified to reporting such conduct; and to educate Employees about their mandatory reporting responsibilities;
- Any audio or audiovisual recording or transcript required to be retained; and
- All materials used to provide required training

Brown University will also maintain any and all records in accordance with state and federal laws.

### 4.0 Definitions

For the purpose of this Policy, the terms below have the following definitions:

**Administrative Leave:** Administrative Leave is when the University places an Employee on interim work, supervision, leadership, or teaching suspension after the filing of a Formal Complaint against the Employee.

**Advisor:** An advisor is an individual of the Complainant's or Respondent's choosing, including an attorney, to provide support during the Informal Resolution Process or Formal Resolution Process. *More on the role and responsibility of an advisor can be found in the [Title IX Grievance Procedures](#).*

**Appeal Decision-Maker:** The person or panel who accepts or rejects a submitted appeal request, determines whether any of the grounds for appeal are met, and directs responsive action accordingly.

**Coercion:** Coercion is verbal and/or physical conduct, including intimidation, unwanted contact, and express or implied threats of physical harm, that would reasonably place an individual in fear of immediate harm and that is employed to compel someone to engage in sexual contact.

**Complainant:** A Complainant is a Student, Employee, or other individual who is alleged to have been subjected to Prohibited Conduct.

**Complaint:** An oral or written request to the University that objectively can be understood as a request for the University to investigate and make a determination about the alleged Policy violation. It is Brown's policy to confirm a Complainant's request in writing prior to initiating the Title IX Grievance Procedures.

A Complaint can be made by a Complainant or the Title IX Coordinator, subject to the following limitations:

- For Complaints of **Sex-Based Harassment**, a Complainant may bring a Complaint under this Policy if they were enrolled, employed, or otherwise participating or attempting to participate in Brown's Education Program or Activity at the time the alleged Sex-Based Harassment occurred. The Complainant need not be enrolled, employed, or otherwise participating or attempting to participate in Brown's Education Program or Activity at the time the Complaint is made.
- For Complaints of **Sex Discrimination other than Sex-Based Harassment** and **Retaliation**, any person, not just a Complainant, may bring a Complaint under this Policy if they were enrolled, employed, or otherwise participating or attempting to participate in Brown's Education Program or Activity at the time the alleged Sex Discrimination occurred. The person need not be enrolled, employed, or otherwise participating or attempting to participate in Brown's Education Program or Activity at the time the Complaint is made.
- For Complaints of **Prohibited Intimate Relationships**, a Complainant must have been enrolled or employed at Brown at the time the alleged Prohibited Conduct occurred in order to file a Complaint under this Policy. The Complainant must also be enrolled or employed at the time the Complaint is made.

*Note: A Complaint may also be brought by a parent, guardian, or other authorized legal representative with the legal right to act on behalf of a Complainant, where applicable.*

**Consent:** Consent is an affirmative and willing agreement to engage in specific forms of sexual contact with another person. Consent requires an outward demonstration through mutually understandable words or actions, indicating that an individual has freely and affirmatively chosen to engage in sexual contact. Consent cannot be obtained through the use of Coercion or force or by taking advantage of the Incapacitation of another individual.

Silence, passivity, Incapacitation from alcohol or drugs, or the absence of resistance does not imply Consent. It is important not to make assumptions; if confusion or ambiguity arises during a sexual interaction, it is essential that each participant stops and clarifies the other's willingness to continue.

Consent can be withdrawn at any time. When Consent is withdrawn, sexual activity must cease. Prior Consent does not imply current or future Consent. Even in the context of an ongoing relationship, Consent must be sought and freely given for each instance of sexual contact. An essential element of Consent is that it be freely given. Freely given Consent might not be present, or may not even be possible, in relationships of a sexual or intimate nature between individuals where one individual has power, supervision, or authority over another.

In evaluating whether Consent was given, consideration will be given to the totality of the facts and circumstances, including but not limited to the extent to which a Complainant or reporting party affirmatively uses words or actions indicating a willingness to engage in sexual contact, free from Coercion; whether a reasonable person in the Respondent's position would have understood such person's words and acts as an expression of Consent; and whether there are any circumstances, known or reasonably apparent to the Respondent, demonstrating Incapacitation.

**Covered Persons:** Applicants, Contractors, Employees, Invitees, and Students, as defined below.

- **Applicants:** Individuals who are applying or have applied for employment or admission as a student or other participant in Brown's Education Program or Activity.
- **Contractors:** Independent contractors, vendors, or other third parties contractually obligated to perform services for the University.
- **Employees:** Individuals employed by the University, including faculty, affiliates, visiting faculty, postdoctoral fellows, and all staff (including all exempt and non-exempt, bargaining unit, and senior administrative positions), as well as those physicians and health scientists who are not employed by the University but have Brown faculty, affiliate, postdoctoral, or house staff appointments for the purpose of teaching and/or research in the Division of Biology and Medicine.
- A **Student Employee** is an individual who is both a Student and an Employee of Brown.
- **Invitees:** Visitors or guests of the University.
- **Students:** Individuals who have gained admission to the College, the Graduate School, the Warren Alpert Medical School, the School of Public Health, the School of Engineering, and/or the School of Professional Studies.
  - For Rhode Island School of Design (RISD) students who are not dually enrolled at Brown, the Title IX and Gender Equity Office will work with the RISD Title IX Office to determine jurisdiction.

**Day:** All references in this Policy to days refer to business days unless specifically noted as calendar days. A business day is when the University is in normal operation.

**Decision-Maker:** For Student and Staff Respondent cases, the Hearing Officer hears the evidence, determines Relevance, and makes the Final Determination of whether the Policy has been violated and, if so, assigns Discipline. For Faculty Respondent cases, the Hearing Panel hears the

evidence and makes the Final Determination of whether the Policy has been violated and, if so, recommends Discipline.

**Discipline:** A consequence imposed on a Respondent following a determination that the Respondent violated this Policy. A Respondent who is found responsible for violating the Policy is subject to one or more of the following disciplinary actions:

- A verbal or written warning
- Probation
- Suspension
- Expulsion
- Revocation of or withholding a degree
- Academic transcript notation (see Note below)
- Restitution for damage to property
- Reflection or research papers or other academic assignments
- Letters of apology
- Restorative circles
- Attending or presenting educational programs or training
- No Contact Orders
- Referrals to other offices and resources on campus
- Administrative leave with or without pay
- Termination of employment
- Termination of relationship with the University
- Change in job description

*Note: Academic Transcripts: Discipline of suspension and expulsion includes a permanent notation on the Student's official academic transcript that the Office of the Registrar maintains. A Respondent's access to a copy of their academic transcript will be suspended, and the University will not release a copy of the Respondent's academic transcript to any other institution or third party during an investigation and resolution of a Complaint. Requests to release an academic transcript must be submitted to the Title IX Coordinator, who will determine whether to release the academic transcript and whether a notation indicating that a disciplinary investigation and/or charges are pending should be included on the academic transcript.*

**Education Program or Activity:** Conduct that occurs in Brown's Education Program or Activity includes all conduct which is subject to Brown's disciplinary authority and which occurred in the United States, including on-campus or, if applicable, in buildings owned or controlled by a student organization that is officially recognized by Brown. Brown will address conduct contributing to a Hostile Environment even if the underlying conduct itself occurred outside Brown's Education Program or Activity, including if it occurred outside the United States.

**Emergency Removal:** The University may remove a Respondent from its Education Program or Activity, or certain aspects thereof (such as, but not limited to, access to University facilities, housing, classes, and/or student activities) if, after undertaking an individualized safety and risk analysis, the University determines that an immediate and serious threat to the health or safety of a Complainant, any Students, Employees, or other persons arising from the alleged Prohibited Conduct justifies removal. In the event of such removal, the University provides the Respondent with notice and an opportunity to seek modification or reversal of the removal immediately following the removal. The Title IX Coordinator performs the safety and risk analysis, which may in the discretion of the Title IX Coordinator be conducted in conjunction with the Behavioral Assessment and Response Team (BART).

**Final Determination:** A conclusion by the standard of proof (preponderance of evidence) that the alleged Prohibited Conduct did or did not violate this Policy.

**Force:** The use or threat of physical violence to overcome an individual's freedom of will to choose whether or not to participate in sexual contact.

**Incapacitation:** An individual who is incapacitated lacks the ability to make informed judgments and cannot consent to sexual contact. Incapacitation is the inability, temporarily or permanently, to give Consent because an individual is mentally and/or physically helpless, asleep, unconscious, or unaware that sexual activity is occurring. An incapacitated person cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the "who, what, when, where, why, and how" of their sexual interaction).

Mentally helpless means a person is temporarily incapable of appraising or controlling one's conduct. Physically helpless means a person is physically unable to verbally or otherwise communicate Consent or unwillingness to an act.

Where alcohol or other drugs are involved, Incapacitation is a state beyond impairment or intoxication. Where alcohol or other drugs are involved, evaluating Incapacitation requires an assessment of how the consumption of alcohol and/or drugs affects a person's decision-making ability, awareness of consequences, ability to make informed, rational judgments, capacity to appreciate the nature and quality of the act, or level of consciousness. The assessment is based on objectively and reasonably apparent indications of Incapacitation when viewed from the perspective of a sober, reasonable person.

**Impact Statements:** A mechanism for the Parties to share more holistic information about themselves, the impact the reported conduct and/or resolution process has had on them, and any information related to Discipline.

**Informal Resolution:** A resolution agreed to by the Complainant and Respondent and approved by the Title IX Coordinator that occurs prior to a Final Determination.

**Mitigation Statements:** A written statement by the Respondent explaining any factors that the Respondent believes should mitigate or otherwise be considered in determining the Discipline imposed.

**Parental, Family, or Marital Status:**

**Parental Status:** the status of a person who, with respect to another person under the age of 18, or who is 18 or older but incapable of self-care because of a physical or mental disability, is a

biological parent; adoptive parent; foster parent; stepparent; legal custodian or guardian; *in loco parentis*; or actively seeking legal custody, guardianship, visitation, or adoption.

**Family Status:** The configuration of a person's family or their role in a family.

**Marital Status:** Whether or not a person is married.

Importantly, discrimination based on these statuses must be sex-based in order to constitute Sex Discrimination (such as treating married women more or less favorably than married men, treating an unmarried mother more or less favorably than a married mother based on sex stereotypes, or treating a man who is married to a man more or less favorably than a woman who is married to a man).

**Party:** A Complainant or Respondent.

**Pregnancy or Related Conditions:** Pregnancy, childbirth, termination of pregnancy, or lactation, medical conditions related thereto, or recovery from.

**Prohibited Conduct:**

- **Sex Discrimination:** Subjecting an individual or group to an adverse action – including differential treatment - based on sex, including sex stereotypes, sex characteristics, sexual orientation, and/or gender identity; Parental, Family, or Marital Status; and/or Pregnancy or Related Conditions. Sex-Based Harassment, including Sexual Assault, Dating Violence, Domestic Violence, and Stalking, is a form of Sex Discrimination, but separately defined under this Policy.
- **Sex-based Harassment:** Harassment on the basis of sex, including sex stereotypes, sex characteristics, Pregnancy or Related Conditions, sexual orientation, and gender identity, that falls into one or more of the following categories:
  - › **Quid Pro Quo:** An Employee, agent, or other person authorized by the University to provide an aid, benefit, or service under the University's Education Program or Activity explicitly or impliedly conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct.
  - › **Hostile Environment Harassment:** Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive, and is so severe or pervasive, that it limits or denies a person's ability to participate in or benefit from the University's Education Program or Activity. Determining whether conduct has created a hostile environment is a fact-specific inquiry which may include many factors such as, but not limited to: the degree to which the conduct affected the Complainant's ability to access the University's Education Program or Activity; the type, frequency, and duration of the conduct; the Parties' ages, roles, previous interactions, and other factors about each Party that may be Relevant to evaluating the effects of the alleged unwelcome conduct; the location and context in which the conduct occurred; and other Sex-Based Harassment in the University's Education Program or Activity.
  - › **Sexual Assault, Dating Violence, Domestic Violence, Stalking:** Sexual Assault, Dating Violence, Domestic Violence, and Stalking are forms of Sex-Based Harassment, just as Sex-Based Harassment is a form of Sex Discrimination. These types of



Prohibited Conduct are separately defined.

- **Sexual Assault:** Sexual Assault is a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation, which includes the following acts:
  - › **Fondling:** The touching of the private body parts (breast, buttocks, groin, genital, or other intimate parts) of another person without that person's Consent, including instances where the Complainant is incapable of giving Consent because of their age or because of their temporary or permanent mental or physical incapacity.
  - › **Incest:** Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
  - › **Rape:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the Consent of the victim.
  - › **Sexual Assault With An Object:** To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person without that person's Consent, including instances where the person is incapable of giving Consent because of their age or temporary or permanent mental or physical incapacity.
  - › **Statutory Rape:** Nonforcible sexual intercourse with a person who is under the statutory age of Consent.
  
- **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on a consideration of the following factors: (1) length of the relationship; (2) type of relationship; and (3) the frequency of the interaction between the parties involved in the relationship. Dating Violence does not include acts covered under the definition of Domestic Violence.
  
- **Domestic Violence:** Domestic Violence is violence committed (1) by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of Rhode Island, or a person similarly situated to a spouse of the victim; (2) by a person with whom the victim shares a child in common; (3) by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; or (4) by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Rhode Island.

Domestic Violence includes, but is not limited to, physical, sexual, emotional, economic, and/or psychological actions or threats of action, including threatening to reveal personal or confidential information (including, but not limited, to information regarding one's gender identity and/or sexual orientation), that are intimidating, frightening, terrorizing, or threatening. Prohibited Conduct under this definition includes threats of violence or harm to one's self, one's family member(s) or friends, and/or one's pet.

- **Economic Abuse:** The term ‘Economic Abuse,’ in the context of Domestic Violence, Dating Violence, and abuse in later life, means behavior that is coercive, deceptive, or unreasonable and/or controls or restrains a person’s ability to acquire, use, or maintain economic resources to which they are entitled, including using Coercion, fraud, or manipulation to:
  - › Restrict a person’s access to money, assets, credit or financial information;
  - › Unfairly use a person’s personal economic resources, including money, assets, and credit, for one’s own advantage; or
  - › Exert undue influence over a person’s financial and economic behavior or decisions, including forcing default on joint or other financial obligations, exploiting powers of attorney, guardianship, or conservatorship, or failing or neglecting to act in the best interests of a person to whom one has a fiduciary duty.
  
- **Technological Abuse:** An act or pattern of behavior that occurs within Domestic Violence, Sexual Assault, Dating Violence or Stalking and is intended to harm, threaten, intimidate, control, stalk, harass, impersonate, exploit, extort, or monitor, except as otherwise permitted by law, another person, that occurs using any form of technology, including but not limited to: internet enabled devices, online spaces ad platforms, computers, mobile devices, cameras and imaging programs, apps, location tracking devices, or communication technologies, or any other emerging technologies.
  
- **Stalking:** Stalking is a course of conduct on the basis of sex directed at a specific person that would cause a reasonable person to (1) fear for their safety or the safety of others; or (2) suffer substantial emotional distress.

Course of conduct means more than one act. Stalking can occur in person or using technology and the duration, frequency, and intensity of the conduct will be considered. Stalking tactics can include, but are not limited to watching, following using tracking devices, monitoring online activity, unwanted contact, property invasion or damage, hacking accounts, threats, violence, sabotage, and attacks.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

- **Sexual Exploitation:** Sexual Exploitation is a form of Hostile Environment Harassment that involves taking nonconsensual sexual advantage of another person for the benefit of anyone other than the person being taken advantage of. Examples of Sexual Exploitation include, but are not limited to:
  - › Sexual voyeurism (such as watching or taking pictures, videos, or audio recordings of another person in a state of undress or of another person engaging in a sexual act without the Consent of all parties);
  - › Invasion of sexual privacy (e.g., doxxing);
  - › Knowingly making an unwelcome disclosure of (or threatening to disclose) an individual’s sexual orientation, gender identity, or gender expression;
  - › Disseminating, streaming, or posting pictures or video of another in a state of undress or of a sexual nature without the person’s Consent;

- › Exposing one’s genitals to another person without Consent;
  - › Prostituting another individual; or
  - › Knowingly exposing another individual to a sexually transmitted infection without the other individual’s knowledge and Consent;
  - › Causing or attempting to cause the Incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person’s ability to give Consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity;
  - › Misappropriation of another person’s identity on apps, websites, or other venues designed for dating or sexual connections (e.g., spoofing);
  - › Forcing a person to take an action against that person’s will by threatening to show, post, or share information, video, audio, or an image that depicts the person’s nudity or sexual activity;
  - › Knowingly soliciting a minor for sexual activity;
  - › Engaging in sex trafficking;
  - › Creating or disseminating synthetic media, including images, videos, or audio representations of individuals doing or saying sexually-related things that never happened, or placing identifiable real people in fictitious pornographic or nude situations without their consent (i.e., Deepfakes);
  - › Creating or disseminating images or videos of child sexual abuse material
- **Prohibited Intimate Relationships:** No Employee shall request or accept sexual favors from or engage in a romantic, sexual, or intimate relationship with any Brown University undergraduate Student. This prohibition includes intimate relationships between Student supervisors and supervisees, and undergraduate, graduate, or medical school Student teaching or research assistants, teaching fellows, or proctors, and any undergraduate Student who is enrolled in a course or section taught by that individual or otherwise subject to that individual’s academic supervision.

Relationships of a sexual or intimate nature between Employees and graduate and medical school Students where the Employee has power, supervision, or authority over the Student are prohibited. No faculty, graduate or medical school Student, medical resident or fellow, postdoctoral fellow or associate, teaching or research assistant, fellow, or proctor shall request or accept sexual favors from or engage in a romantic, sexual, or intimate relationship with any graduate or medical school Student who is enrolled in a course or section taught by that individual or otherwise subject to that individual’s academic supervision.

Academic supervision includes teaching, advising, supervising research, serving on a dissertation or other academic committee, grading, and/or having an influence upon funding and/or academic progress, and/or otherwise occupying a position of influence or power over a Student’s academic program.

Even when both parties have consented at the outset to the development of such a relationship, it is the person in the position of greater authority who may be investigated for or charged with Prohibited Conduct.

Pre-existing relationships of a sexual or intimate nature with a Student or relationships between individuals who are Employees must be disclosed on the Conflict of Interest Form and may require a management plan.

- **Retaliation:** Any intimidation, threat, coercion, or discrimination against any person by the University, a Student, or an Employee or other person authorized by the University to provide aid, benefit, or service under the University's Education Program or Activity, for the purpose of interfering with that person's rights under this Policy, or because the person has made a Report or Complaint under this Policy; made a report or complaint to an external agency or to law enforcement; or testified, assisted, or otherwise participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy, including in an Informal Resolution Process, in the Title IX Grievance Procedures. It is not Retaliation for the University to require an Employee, or other person authorized by the University to provide aid, benefits, or services as part of the University's Education Program or Activity, to participate as a witness in, or otherwise assist with, any Informal Resolution Process or Formal Resolution Process under this Policy.

**Relevant:** Relevant means related to the allegations of Prohibited Conduct at issue and whether or not the alleged Prohibited Conduct occurred. Questions are Relevant when they seek evidence that may aid in showing whether the alleged Prohibited Conduct occurred, and evidence is Relevant when it may aid a decisionmaker in determining whether the alleged Prohibited Conduct occurred. The following evidence is impermissible (and will not be considered Relevant) even if it would otherwise be considered Relevant:

- evidence protected under a privilege recognized by federal or state law, unless the person holding the privilege has waived it voluntarily;
- records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to a Party or witness, unless the person has voluntarily consented, in writing, to the use of such records in the Title IX Grievance Procedures; and/or
- evidence and questions about the Complainant's sexual interests or prior sexual conduct, unless evidence and questions about the Complainant's prior sexual conduct:
  - › is offered to prove that someone other than the Respondent committed the conduct alleged, or
  - › concerns specific incidents of prior sexual activity with the Respondent which are offered to prove Consent.

**Remedies:** Measures provided, as appropriate, to a Complainant or any other person the University identifies as having had their equal access to the University's Education Program or Activity limited or denied by Prohibited Conduct. These measures are provided to restore or preserve that person's access to the University's Education Program or Activity after the University determines that Prohibited Conduct occurred.

**Respondent:** A person who is alleged to have engaged in Prohibited Conduct.

**Report:** Any notice of conduct that may constitute Prohibited Conduct. Not every Report is or will result in a Complaint. For example, a Report is made when a Complainant, reporting party, or third party seeks information or Supportive Measures, or informs the University of Prohibited Conduct, even when such party is not making a Complaint or pursuing a complaint resolution process to address the alleged Prohibited Conduct.

**Sex:** Sex assigned at birth, sex stereotypes, sex characteristics, Pregnancy or Related Conditions, Parental, Family, or Marital Status, sexual orientation, and gender identity.

**Supportive Measures:** Non-punitive, non-disciplinary individualized measures offered as appropriate, as reasonably available, and without fee or charge to the Complainant or Respondent. Supportive Measures are designed to: (1) restore or preserve that Party's access to the University's Education Program or Activity, including measures that are designed to protect the safety of the Parties or the University's educational environment; and/or (2) provide support during the Informal Resolution Process or Formal Resolution Process, without unreasonably burdening the either Party.

## 5.0 Responsibilities

All individuals to whom this Policy applies are responsible for becoming familiar with and following this Policy. University supervisors and Employees with Student oversight duties are responsible for promoting the understanding of this Policy and for taking appropriate steps to help ensure and enforce compliance with it.

## 6.0 Consequences for Violating this Policy

A Student or Employee determined to be responsible for Prohibited Conduct pursuant to the Grievance Procedures is subject to Discipline.

Applicants, Affiliates, Contractors, or Invitees who violate this Policy may have their relationship with the University terminated and/or their privilege of being on the University's premises withdrawn.

## 7.0 Related Information

Brown University is a community where individuals are encouraged to share concerns with University leadership. Additionally, [Brown's Anonymous Reporting Hotline](#) allows anonymous and confidential reporting on matters of concern [online](#) or by phone (877-318-9184).

*The following information complements and supplements this document. The information is intended to help explain this Policy and is not an all-inclusive list of policies, procedures, laws and requirements.*

### 7.1 Related Policies:

- [Corporation Policy Statement on Equal Opportunity, Nondiscrimination and Affirmative Action](#)
- [Nondiscrimination and Anti-Harassment Policy](#)
- [Conflict of Interest and Commitment Policy](#)
- [Brown University Code of Student Conduct](#)
- [Pregnancy and Parenting Policy](#)



- [University Code of Conduct](#)
- [Non-Retaliation Policy](#)

## 7.2 Related Procedures:

- Title IX Grievance Procedures
- [Student Conduct Procedures](#)
- [Discrimination and Harassment Complaint Resolution SOP](#)

## 7.3 Related Forms: N/A

## 7.4 Frequently Asked Questions: N/A

## 7.5 Other Related Information:

Rhode Island State Law: Behavior that violates this Policy may also violate the local jurisdiction's laws where the incident occurred and subject a Respondent to criminal prosecution by the applicable jurisdiction. An individual can choose to make a report to external law enforcement at any time, and doing so does not preclude the individual from making a report to the University. Both processes can be pursued if an individual chooses to do so. Brown encourages individuals to report an incident that may violate Rhode Island State Law to external law enforcement. Prompt reporting to external law enforcement is important in a criminal prosecution.

- First-degree Sexual Assault ([RIGL § 11-37-2](#))
- Second-degree Sexual Assault ([RIGL § 11-37-4](#))
- Third-degree Sexual Assault ([RIGL § 11-37-6](#))
- Stalking ([RIGL § 11-59-2](#))
- Cyberstalking and Cyberharassment ([RIGL § 11-52-4.2](#))

## 8.0 Policy Owner and Contact(s)

**8.1 Policy Owner:** Vice President for Campus Life & Student Services

**8.2 Policy Approved by:** President

**8.3 Contact Information:** Title IX Coordinator

- [titleixoffice@brown.edu](mailto:titleixoffice@brown.edu)
- 401-863-2026

## 9.0 Policy History

**9.1 Policy Issue Date:** September 2, 2016

**9.2 Policy Effective Date:** August 1, 2024

**9.3 Policy Update/Review Summary:**

Previous policy version(s) superseded by this policy:

- Sexual and Gender-Based Misconduct Policy, Effective Date: October 25, 2023
- Sexual Harassment, Sexual Assault, Relationship and Interpersonal Violence, and Stalking Policy, Effective Date: October 18, 2023
- Sexual and Gender-Based Harassment, Sexual Assault, Interpersonal Violence, and Stalking Policy, Effective Date: March 19, 2021
- Sexual and Gender-Based Harassment, Sexual Assault, Interpersonal Violence, and Stalking Policy, Last Reviewed Date: February 23, 2021
- Sexual and Gender-Based Harassment, Sexual Assault, Relationship and Intimate Partner Violence, and Stalking Policy, Revision Date: September 2, 2016

## APPENDIX B

### **Title IX Grievance Procedure**

#### **1.0 Standard Operating Procedure (SOP) Purpose**

This Title IX Grievance Procedure (“Grievance Procedure”) is part of the [Title IX Policy](#) (“Policy”) and describes the procedure the University applies when it receives a Report of possible Prohibited Conduct. This Grievance Procedure therefore must be read in conjunction with the Policy. Capitalized terms used and not otherwise defined in this Grievance Procedure are defined in the Policy.

*Note: For information regarding available resources or how to make a report, please refer to Section 3.3 of the Policy.*

#### **2.0 SOP**

This Grievance Procedure applies to Reports and Complaints made by Covered Persons and other individuals participating in or attempting to participate in the University’s Education Program or Activity where the alleged Prohibited Conduct (a) occurred in Brown’s Education Program or Activity; or (b) creates or contributes to a Hostile Environment in Brown’s Education Program or Activity.

The University will determine the appropriate manner of resolution, if any, by the nature of the Respondent’s relationship to the University. Only Respondents who are Students or Employees at the time the Complaint is filed are entitled to the process set forth in this Grievance Procedure.

In the event a Complaint is filed against an individual who is not a Student or Employee, the Title IX Coordinator will conduct an assessment of the allegation, which may include but not be limited to gathering Relevant information, interviewing individuals with Relevant information, and consulting with individuals and offices both internal and external to Brown. After conducting the assessment, the Title IX Coordinator will determine what actions, if any, the University will take to address the allegation and eliminate and prevent any Hostile Environment in the University’s Education Program or Activity.

The Title IX and Gender Equity Office applies the policy defining the Prohibited Conduct that was in effect at the time of the alleged conduct and the procedures that are in effect when the Complaint is filed.

In all cases in the Grievance Procedure where a University official, including the Title IX Coordinator, is referenced, it shall include their designee.

## 2.1 Filing a Complaint

A Complaint must be submitted to the Title IX Coordinator. A Complaint may be filed with the Title IX Coordinator orally in person, by mail, or by electronic mail, using the contact information listed below.

Title IX and Gender Equity Office

20 Benevolent Street

[titleixoffice@brown.edu](mailto:titleixoffice@brown.edu)

Title IX Coordinator: 401-863-2026

Title IX Case Manager: 401-863-5140

Online reporting form:

[Gender Discrimination and Sexual Violence Incident Reporting Form](#)

## 2.2 Response to Reports and Initial Evaluation

The University will review and respond to all Reports. Upon receiving a Report, the Title IX Coordinator will promptly contact the Complainant to provide information, advise them of the availability of Supportive Measures and on- and off-campus resources, and discuss the procedural options available to the Complainant under this Policy, including the Informal Resolution Process and Formal Resolution Process. The University will also assess whether there are any immediate threats to health or safety that must be addressed.

Importantly, if the alleged conduct, if established, would not constitute a violation of this Policy, the Title IX Coordinator will inform the Complainant of any other resources and options available, which may include referring the matter for action under a separate policy. Similarly, in cases in which the Respondent is not a Brown affiliate and the Grievance Procedure would not be available to the Complainant, the Title IX Coordinator will offer Supportive Measures and take other action as appropriate, if any, to address the behavior at issue.

The Title IX Coordinator will conduct an initial evaluation typically within seven (7) days of receiving a Complaint. The initial evaluation typically includes:

- Assessing whether the reported conduct may reasonably constitute a violation of the Policy.
  - If the reported conduct does not reasonably constitute a violation of the Policy, the matter is typically dismissed from this process, consistent with the dismissal provision in this Grievance Procedure. It may then be referred to another process, if applicable.
- Determining whether the University has jurisdiction over the reported conduct, as defined in the Policy.
  - If the reported conduct is not within the University's jurisdiction, the matter is typically dismissed from this process, consistent with the dismissal provision in this Grievance Procedure. If applicable, the conduct will be referred to the appropriate University office for resolution.

At all times, the University will treat Complainants and Respondents equitably.

*Note: If circumstances require, the Associate Vice President for Institutional Equity, Accessibility and Compliance will designate another person to oversee the complaint resolution process should an allegation be made about the Title IX Coordinator or the Title IX Coordinator is otherwise unavailable, unable to fulfill their duties, or has a conflict of interest.*

## **2.3 Presumption of Non-Responsibility and Good Faith Reporting**

### **2.3.1 Presumption of Non-Responsibility**

A Respondent is presumed to be not responsible for the alleged Prohibited Conduct unless and until the Respondent is determined to be responsible for a violation of this Policy at the conclusion of the Grievance Procedure.

### **2.3.2 False Allegations and Statements**

A determination that a Respondent was not responsible for a Policy violation does not, without more, establish that the Complainant or any other Party or witness has made a false allegation or statement in bad faith.

Deliberately false allegations and statements are a violation of University policy, and individuals, including witnesses, who knowingly make false allegations, provide false statements or evidence, tamper with or destroy evidence they were instructed to preserve, or commit similar acts of dishonesty may be subject to disciplinary action.

## **2.4 Conflict of Interest and Bias**

The Title IX Coordinator, Investigator, Decision-Makers, Appeal Decision-Makers and facilitators of the Informal Resolution Process will be free from conflicts of interest and bias for or against Complainants or Respondents.

If a Party has concerns about bias in favor of or against a specific Complainant or Respondent, bias in favor of or against Complainants or Respondents generally, or a potential conflict of interest which involves the facilitator of an Informal Resolution Process, Investigator, Decision-Maker, or Appeals Decision-Maker, the Party should direct those concerns to the Title IX Coordinator. Concerns regarding a conflict of interest or bias that involves the Title IX Coordinator should be reported to the Associate Vice President for Institutional Equity, Accessibility and Compliance.

The Parties are expected to promptly report a concern(s) once they become aware of the alleged conflict of interest or bias.

Upon receiving a report of conflict of interest or bias, the University will evaluate the report, and if it is determined that a conflict of interest or bias exists, the University will appoint another individual to serve in the role.

## 2.5 Supportive Measures

Supportive Measures are non-punitive, non-disciplinary individualized measures offered as appropriate, as reasonably available, and without fee or charge to the Complainant or Respondent. Supportive Measures are designed to (a) restore or preserve that Party's access to the University's Education Program or Activity, including measures that are designed to protect the safety of the Parties or the University's educational environment; and/or (b) provide support during the Informal Resolution Process or Formal Resolution Process, without unreasonably burdening the either Party.

Supportive Measures are available before or after the filing of a Complaint, as well as in cases in which no Complaint is ever filed. Supportive Measures include, but are not limited to:

- Referral to counseling, medical, and/or other health services;
- Referral to the Employee Assistance Program;
- Referral to community-based service providers;
- Modification to campus housing assignment(s);
- Modification to work arrangements for Employees or Student-Employees;
- Safety planning;
- Campus safety escorts;
- Implementing no contact orders between Parties;
- Academic support, extensions of deadlines, or other course/program-related adjustments;
- Trespass orders;
- Timely warnings;
- Assistance with class schedule modifications, withdrawals, or leaves of absence;
- Increased security and monitoring of certain areas on campus; and
- Any other actions deemed appropriate by the Title IX Coordinator.

Changes in class, work, housing, extracurricular, and/or other activities may be made regardless of whether there is or is not a comparable alternative.

Violations of no contact orders or other restrictions may be referred to appropriate student or employee conduct processes for enforcement or added as collateral misconduct allegations to an ongoing Complaint under the Policy.

Supportive Measures may, but may not, be modified or terminated at the conclusion of the Informal Resolution Process or Formal Resolution Process.

A Party may seek modifications or reversal of the University's decision to provide, deny, modify, or terminate Supportive Measures applicable to that Party. A request to do so should be made in writing to the Title IX Coordinator. An impartial Employee other than the Employee who implemented the Supportive Measures, who has authority to modify or reverse the decision, will determine whether to provide, deny, modify, or terminate the Supportive Measures. The University will also provide the Parties with the opportunity to



seek additional modification or termination of Supportive Measures applicable to them if circumstances change materially. A decision on Supportive Measures will typically be made within seven (7) days of receiving a request and a written determination will be provided to the impacted Party and the Title IX Coordinator.

Information about Supportive Measures provided to a Party will not be disclosed, including by informing one Party of Supportive Measures provided to another Party, except when necessary to provide the Supportive Measures, or restore or preserve a Party's access to the University's Education Program or Activity.

## **2.6 Acceptance of Responsibility**

At any time prior to the rendering of a finding as to responsibility by a Decision-Maker, the Respondent may indicate that they do not wish to contest the disciplinary case against them and accept responsibility for all or part of the Prohibited Conduct alleged. Such acceptance of responsibility must be submitted to the Title IX and Gender Equity Office in writing. In the event that a Respondent accepts responsibility, the Complainant will be notified in writing. The Decision-Maker is then authorized to accept the Respondent's acceptance of responsibility and determine appropriate Discipline and/or Remedies. The Parties may submit an impact and mitigation statement to the Decision-Maker for consideration. The Parties will thereafter be notified simultaneously in writing of the Discipline imposed and whether Remedies will be provided. This decision may be appealed as to the severity of the Discipline imposed only (See Appeal Process below). The decision is otherwise not appealable and is final.

If the Respondent accepts responsibility for only some of the Prohibited Conduct alleged, the remaining allegations will be subject to the Formal Resolution Process through conclusion.

## **2.7 Informal Resolution Process**

An Informal Resolution Process may be offered at any time before a determination of whether Prohibited Conduct occurred has been made. This includes upon receipt of a Report, or during the pendency of the Formal Resolution Process. A Complaint need not be made in order to initiate the Informal Resolution Process. An Informal Resolution Process is not permitted if such a process would conflict with federal, state, or local law. The University may also decline to permit an Informal Resolution Process when it determines that the alleged conduct presents a future risk of harm to others.

An informal resolution is an alternative to the formal resolution, which entails an investigation and adjudication. The Informal Resolution Process is intended to create a facilitated resolution that is acceptable to both the Complainant and Respondent.

An Informal Resolution Process may occur when:

1. A Complainant or Respondent makes such a request to the Title IX Coordinator at any time prior to a Final Determination, or
2. The Title IX Coordinator may offer the option to the Parties, in writing.

Both Parties must agree to participate in the Informal Resolution Process, and the University must agree that it is appropriate. The University will obtain voluntary, written

confirmation that all Parties wish to resolve the matter through the Informal Resolution Process before proceeding and will not pressure the Parties to participate in the Informal Resolution Process. As participation is voluntary, the University does not require Parties to waive the right to an investigation and adjudication as a condition of (continuing) enrollment or (continuing) employment, or the exercise of any other right.

### **2.7.1 Notice of Informal Resolution Request**

Before initiation of an Informal Resolution Process, the Title IX Coordinator will provide the Parties with a written notice that explains:

- The allegations;
- The requirements of the Informal Resolution Process;
- That, prior to agreeing to a resolution, any Party has the right to withdraw from the Informal Resolution Process and to initiate or resume the Formal Resolution Process;
- That the Parties' agreement to a resolution at the conclusion of the Informal Resolution Process will preclude the Parties from initiating or resuming an Informal Resolution Process or Formal Resolution Process arising from the same allegations;
- The potential terms that may be requested or offered in an Informal Resolution Agreement, including notification that an Informal Resolution Agreement is binding only on the Parties; and
- Any consequences resulting from participating in the Informal Resolution Process, what information the University will maintain, and whether and how it could disclose such information for use in its Formal Resolution Process.

The Complainant or Respondent will have five (5) days to respond to the informal resolution request indicating whether they have an interest in participating in the Informal Resolution Process. In the instance when a Party does not reply to the notice or a Party does not voluntarily agree to participate in the Informal Resolution Process, the University will discuss with the Complainant the option of making a Complaint, as applicable, and proceeding with the Formal Resolution Process.

### **2.7.2 Privacy of Informal Resolution**

The existence of an informal resolution and the agreed-upon terms is considered private information maintained in the Title IX and Gender Equity Office. The existence of an informal resolution and the agreed-upon terms may be shared with a limited circle of individuals in the University who "need to know" in order to assist in implementing the agreed-upon terms; monitor the agreed upon terms; engage in a risk assessment involving the Complainant or Respondent; implement Supportive Measures; or perform University operations.

The Title IX Coordinator may use the information obtained during an Informal Resolution Process as evidence when investigating the Complaint when the terms of an informal resolution are broken or incomplete.

### 2.7.3 Acceptance of Responsibility for Impact

As a component of the Informal Resolution Process involving Students as the Complainant and Respondent, the Student Respondent must accept responsibility for the harm or impact caused by the Prohibited Conduct alleged. Accepting responsibility for the harm or impact does not mean the Student Respondent accepts responsibility for engaging in Prohibited Conduct as set out in the Policy.

### 2.7.4 Developing Terms of the Informal Resolution

The Complainant and Respondent may propose terms for the Informal Resolution Agreement. The terms should be designed to remedy the adverse effects the alleged Prohibited Conduct has on the Complainant and/or to restore the Complainant's equal access to the University's Education Program or Activity. Informal resolutions between Employees will include a supervisor, senior dean, Office of the Provost, or University Human Resources who may also suggest proposed terms.

The Title IX Coordinator will review the proposed and final terms and will remove those terms that are not permissible under University policy or practice and/or federal or state law. The Title IX Coordinator may consult with the relevant University officials such as a supervisor, department chair, senior dean, Office of the Provost, Division of Campus Life, and/or University Human Resources when determining the permissibility of a proposed term.

After the Title IX Coordinator's review, the Parties will have five (5) days from the date of delivery of the Informal Resolution Agreement to review the terms. They should indicate their willingness to accept all, some, or none of the proposed terms. They may also propose alternative strategies to meet a specific term they reject.

The Title IX Coordinator will send a Party a copy of the other Party's response to the proposed terms. The Complainant or Respondent will have a subsequent five (5) days from the date of delivery of the new terms to consider and respond to the revised terms.

The Informal Resolution Agreement is reached when both Parties independently and voluntarily come to an agreement on terms. The above process may be repeated as reasonably necessary to come to a final agreement. Upon agreement and signature (in hard copy or electronically) by both the Complainant and Respondent, the matter is considered resolved and closed.

### 2.7.5 Categories of Informal Resolution

- **Supportive Resolution:** The Title IX Coordinator will meet with the Complainant to determine reasonable Supportive Measures that are designed to restore or

preserve the Complainant's access to the University's Education Program or Activity. Such measures can be modified as the Complainant's needs evolve over time or circumstances change. If the Respondent has received written notice, the Title IX Coordinator may also provide reasonable Supportive Measures for the Respondent as deemed appropriate. This option is available when the Complainant does not want to engage the other resolution options, and the Title IX Coordinator does not initiate a Complaint.

- **Educational Conversation:** The Complainant may request that the Title IX Coordinator address the allegations by meeting (with or without the Complainant) with the Respondent to discuss concerning behavior and institutional policies and expectations. These conversations are non-punitive and non-disciplinary. The Respondent is not required to attend such meetings, nor is the Respondent compelled to provide information if they attend. The conversation will be documented as the informal resolution for the matter, if it takes place. In light of this conversation, or the Respondent's decision not to attend, the Title IX Coordinator may also implement remedial actions to ensure that policies and expectations are clear and to minimize the risk of recurrence of any behaviors that may not align with Policy.
- **Accepted Responsibility:** The Respondent may accept responsibility for any or all of the alleged Policy violations at any point during the Informal Resolution Process. If the Respondent indicates an intent to accept responsibility for all alleged Prohibited Conduct, the ongoing process will be paused, and the Title IX Coordinator will determine whether Informal Resolution is an option.
- If Informal Resolution is available, the Title IX Coordinator will determine whether all Parties and the University are able to agree on responsibility, restrictions, Discipline, restorative measures, and/or Remedies. If so, the Title IX Coordinator implements the accepted finding that the Respondent is in violation of University Policy, implements agreed-upon restrictions and Remedies, and determines the appropriate responses in coordination with other appropriate administrators, as necessary.
- The Informal Resolution is not subject to appeal once all Parties indicate their written agreement to all resolution terms. When the Parties cannot agree on all terms of resolution, the Formal Resolution Process may either continue or resume.
- When an Informal Resolution is reached, the appropriate Discipline or responsive actions are promptly implemented to effectively stop the Prohibited Conduct, prevent its recurrence, and remedy the effects of the Prohibited Conduct, both on the Complainant and the University community.
- **Restorative Justice:** Restorative justice is a concept and process that focuses on bringing the Parties together in facilitated dialogue about incidents that have caused harm. It centers the voice and experience of the impacted party, allowing them an opportunity to heal by processing, understanding, and articulating their experience and their needs. This process also helps individuals take active responsibility for harm they have caused and provides an opportunity for them to

understand the impact of their actions on others.

- If the Parties are interested in restorative justice, the Title IX Coordinator will assess whether restorative justice is appropriate. If so, then the case will be referred to the Office of Student Conduct and Community Standards.

#### **2.7.6 Violations of the Informal Resolution**

The Complainant and Respondent must identify and agree upon the consequences for violating the terms of the Informal Resolution. The Complainant and Respondent cannot agree to suspension, expulsion, or termination of employment as consequences for violating the terms of the Informal Resolution. The Title IX Coordinator will consult with the relevant University officials such as a supervisor, department chair, senior dean, Office of the Provost, or University Human Resources when determining the permissibility or appropriateness of the proposed consequences. Failure to abide by the Informal Resolution Agreement may result in appropriate responsive and/or disciplinary actions, such as the dissolution of the agreement and resumption of the Formal Resolution Process, referral to the conduct process for failure to comply, and application of the enforcement of the agreement.

#### **2.7.7 No Right of Appeal**

The Informal Resolution Process is grounded in the voluntary participation of the Complainant and Respondent. For this reason, there is no right of appeal associated with the Informal Resolution Process.

#### **2.7.8 Time Frame for the Informal Resolution Process**

The University cannot promise a definitive timeframe for an Informal Resolution Process as the time to complete the Informal Resolution Agreement is unique to each set of Complainants and Respondents. The University will strive to complete the process within sixty (60) days beginning with the Parties agreeing to participate in the Informal Resolution Process through the signing of the Informal Resolution Agreement, if applicable.

### **2.8 Formal Resolution Process**

#### **2.8.1 Time Frame of the Formal Resolution Process**

The University makes every reasonable effort to ensure that Complaints are resolved as expediently and efficiently as possible. Many Complaints may require extensive review, and time frames will vary depending on the complexity of the investigation and the severity and extent of the alleged Prohibited Conduct. A Formal Resolution Process may take approximately one hundred and twenty (120) days.

Time frames may be extended for good cause as necessary to ensure the integrity

and completeness of the process. The reasons for the extension of the time frame also include, but are not limited to compliance with a request by law enforcement; a limited accommodation of the availability of Parties, their Advisors, and witnesses; Students on a leave of absence; exam periods, school breaks, or vacations; and accounting for complexities of a specific investigation, including the number of witnesses and volume of information provided by the Parties, whether there is a counterclaim or allegations of Retaliation, and the severity and extent of the alleged Prohibited Conduct.

To enable prompt and efficient resolution of Complaints, the Title IX and Gender Equity Office expects that any individual involved in the disciplinary process will respond to outreach from the Office within two (2) days. In addition, the Title IX and Gender Equity Office expects its deadlines to be honored absent extraordinary circumstances. Requests for deadline extensions will be considered by the Title IX and Gender Equity Office on a case-by-case basis.

### **2.8.2 Title IX Coordinator-Initiated Complaints**

In the absence of a Complaint made by a Complainant, or in the event of the withdrawal of any or all of the allegations in a Complaint, the Title IX Coordinator will determine whether to initiate a Complaint of Prohibited Conduct. Such a determination is fact-specific and will be made in consideration of factors including, but not limited to:

- The Complainant's request not to proceed with initiation of a Complaint;
- The Complainant's reasonable safety concerns regarding initiation of a Complaint;
- The risk that additional acts of Sex Discrimination would occur if a Complaint is not initiated;
- The severity of the alleged Sex Discrimination, including whether, if established, the University would require the removal of the Respondent from campus or impose other Discipline to end the Sex Discrimination and prevent its recurrence;
- The age and relationship of the Parties, including whether the Respondent is an Employee;
- The scope of the alleged Sex Discrimination, including information suggesting a pattern, ongoing conduct, or conduct alleged to have impacted multiple individuals;
- The availability of evidence to assist a Decision-Maker in determining whether Sex Discrimination occurred; and
- Whether the University could end the alleged Sex Discrimination and prevent its recurrence without initiating the Grievance Procedure.

If, after considering these and other relevant factors, the Title IX Coordinator determines that the conduct as alleged presents an imminent and serious threat to the health or safety of the Complainant or other person, or that the conduct as



alleged prevents the University from ensuring equal access on the basis of sex to its Education Program or Activity, the Title IX Coordinator may initiate a Complaint. Prior to doing so, the Title IX Coordinator will notify the Complainant and appropriately address reasonable concerns about their safety or the safety of others, including by providing Supportive Measures. Regardless of whether a Complaint is initiated, the Title IX Coordinator will take other appropriate prompt and effective steps to ensure that Sex Discrimination does not continue or recur within the University's Education Program or Activity.

### **2.8.3 Dismissal**

A Complaint may be dismissed, in whole or in part, if it is determined, at any time, that:

- The University cannot identify the Respondent after taking reasonable steps to do so;
- The Respondent is not, or is no longer, participating in the University's Education Program or Activity and is not, or is no longer, employed by the University;
- The Complainant voluntarily withdraws any or all of the allegations in the Complaint, the Title IX Coordinator declines to initiate a Complaint, and without the Complainant's withdrawn allegations, the conduct that remains alleged in the Complaint, if any, would not constitute Sex Discrimination even if established; and/or
- The conduct alleged (after reasonable efforts to clarify have been made, as appropriate), if established, would not constitute Sex Discrimination.

In the event of a dismissal, Supportive Measures may still be provided to the Complainant (and Respondent, if already notified of the Complaint), and the Title IX Coordinator may refer the matter to another, appropriate office for review and response. The University will provide written notice to the Complainant (and Respondent, if already notified of the Complaint) of the dismissal, the basis for the dismissal, and the right to appeal the dismissal.

#### **2.8.3.1 Appeal of Dismissal of Complaints**

The Complainant and/or Respondent (if dismissal occurs after the Respondent has been made aware of the allegations) have the right to appeal a decision to dismiss a Complaint and any allegations therein. All dismissal appeal requests must be filed within five (5) days of the notification of the dismissal.

The Associate Vice President for Institutional Equity, Accessibility and Compliance will hear appeals for dismissal. An appeal of dismissal must be submitted to the Associate Vice President for Institutional Equity, Accessibility and Compliance within five (5) days from the written notice of the decision to dismiss. Written requests for appeals submitted by one Party will be shared with the other Party. Each Party may respond in writing to any appeal submitted by the other Party to the Associate Vice President for Institutional Equity, Accessibility, and Compliance. Written

responses must be submitted within five (5) days following delivery of the written appeal notice.

The appeal should specify at least one of the grounds (see below) and provide any reasons or supporting evidence for why the ground is met. If the request for appeal does not provide information that meets the grounds in this Grievance Procedure, the Associate Vice President for Institutional Equity, Accessibility and Compliance will deny the request. If any of the asserted grounds in the appeal satisfy the grounds described in the Grievance Procedure, the Associate Vice President for Institutional Equity, Accessibility and Compliance will issue a written decision describing the result of the appeal and the rationale for the result. The Associate Vice President for Institutional Equity, Accessibility and Compliance will provide the written decision simultaneously to both the Complainant and Respondent. All appeal determinations are final and not subject to further appeal or review. The Associate Vice President for Institutional Equity, Accessibility and Compliance has seven (7) days to review and decide the appeal, though extensions can be granted at the discretion of the Title IX Coordinator, and the Parties will be notified of any extension. Appeal decisions are deferential to the original determination.

The Associate Vice President for Institutional Equity, Accessibility and Compliance may consult with the Title IX Coordinator on questions of procedure or rationale for clarification, if needed. The Title IX Coordinator will maintain documentation of all such consultation.

The grounds for dismissal appeals are limited to the following:

- Procedural irregularity that affected the outcome;
- New evidence that could change the outcome and that was not reasonably available when the dismissal was decided; and
- The Title IX Coordinator or investigator had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome.

#### **2.8.4 Withdrawal of Complaint by Complainant**

As noted above, a Complaint may be dismissed if the Complainant notifies the Title IX Coordinator that they would like to withdraw the Complaint. Such notice must be in writing in all cases. If a Complainant requests dismissal, they can re-file the Complaint at a later date and request a continuation of the Formal Resolution Process or voluntarily agree to an Informal Resolution Process.

The Title IX Coordinator will consider requests in light of the factors laid out in Section 2.8.2 above, relating to the Title IX Coordinator's decision to initiate a Complaint when the Complainant does not wish to do so. If the Title IX

Coordinator refuses a request by a Complainant to dismiss a Complaint, the Title IX Coordinator will notify the Complainant in writing of the decision and rationale.

#### **2.8.4.1 Withdrawal or Separation with a Complaint Pending**

The University will assess the allegations and make an individualized assessment to determine whether to continue or end the Grievance Procedure upon the separation from the University of the Complainant and/or Respondent. A Complainant or Respondent may appeal a decision to dismiss a Complaint in accordance with Section 2.8.3.1.

- If a Complainant withdraws or separates from Brown after the University has given notice to the Respondent but before a finding, the University may dismiss the Complaint or continue as the Complainant.
- If a Student Respondent withdraws from Brown after the University has given notice to the Respondent but before a Final Determination, the Complaint may be dismissed, and an entry will be made on their academic transcript maintained by the Office of the Registrar that indicates the Student has withdrawn with a disciplinary investigation and/or charges pending.
- If an Employee Respondent separates or is terminated from Brown after the University has given notice to the Respondent but before a Final Determination, the Complaint may be dismissed, and an entry will be made in their personnel file that indicates that the Employee separated with the disciplinary investigation and/or charges pending or employment terminated with a disciplinary investigation and/or charges pending.
- If a Complainant or Respondent withdraws or permanently separates from the University after submitting an appeal but before the appeal is decided, the University will dismiss the appeal and uphold the finding as the final resolution to the Complaint. The University may make a retroactive entry on the Student's academic transcript or the Employee's personnel file indicating the original Discipline (if applicable).

#### **2.8.4.2 Leave of Absence with a Complaint Pending**

If a Complainant or Respondent takes a leave of absence from Brown after the University has given notice to the Respondent but before a Final Determination, the resolution process may be put on hold or continue as appropriate. The Title IX Coordinator will make an individualized assessment to determine whether to hold or continue with the resolution process.

If the resolution process is held due to the leave of absence of a Student

Respondent, their academic transcript will be held in accordance with the process provided for above, and a temporary entry may be made on their academic transcript indicating that the Student has taken a leave of absence with a disciplinary investigation or charges pending.

If the resolution process is held due to the leave of absence of an Employee Respondent, a temporary entry will be made in their personnel file indicating that the Employee has taken a leave of absence with disciplinary investigation or charges pending.

### **2.8.5 Consolidation of Complaints**

In cases in which allegations of Prohibited Conduct are connected to allegations of discrimination or harassment by the Respondent based on another protected category, or are otherwise connected to other alleged misconduct by the Respondent, which would ordinarily be addressed by other Brown policy, the University may, in its sole discretion, address all related conduct in a consolidated manner.

Similarly, the University may, in its sole discretion, consolidate Complaints of Prohibited Conduct brought against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one Party against another Party (“cross-complaints”), where the allegations arise out of the same facts or circumstances.

### **2.8.6 Notice of Investigation and Allegation**

The Formal Resolution Process begins with the Title IX Coordinator sending the Parties a written Notice of Investigation and Allegation (“NOIA”).

The NOIA will include:

- information about the availability of an Informal Resolution Process and a Formal Resolution Process, as outlined in this Grievance Procedure;
- the identities of the Parties involved in the incident, if known, the conduct allegedly constituting Prohibited Conduct, and the date and location of the alleged of the alleged incident, if known;
- a statement about the University’s prohibition on Retaliation;
- a statement that the Parties may inspect and review evidence (in accordance with “Evidence Review and Final Investigation Report” section below);
- a statement that the Parties are entitled to an investigative report summarizing all present Relevant and not otherwise impermissible evidence;
- a statement that the Respondent is presumed not responsible for the alleged Prohibited Conduct until a determination regarding responsibility is made at the conclusion of the Formal Resolution Process, after the Parties have had an opportunity to present Relevant and not otherwise impermissible evidence to a trained, impartial Decision-Maker;

- information regarding the Parties' right to have an Advisor of their choice, who may be, but is not required to be, an attorney;
- a statement that Brown prohibits Parties from knowingly making false statements or knowingly submitting false information during any process outlined in this Grievance Procedure.

If the University has reasonable concerns for the safety of any person as a result of providing this NOIA, it may reasonably delay in providing it in order to address the safety concern appropriately. Reasonable concerns must be based on individualized safety and risk analysis and not on mere speculation or stereotypes.

Amendments and updates to the NOIA may be made if, as the investigation progresses, the University decides to investigate additional allegations of Prohibited Conduct not included in the original NOIA about the Respondent's conduct toward the Complainant, or which are otherwise consolidated with the ongoing investigation.

### **2.8.7 Advisors**

The parties may each have an Advisor of their choice present with them for all meetings and interviews within the resolution process if they choose. The parties may select whomever they wish to serve as their Advisor as long as the Advisor is eligible and available to abide by the time periods and deadlines stated in this process.

Choosing an Advisor who is also a witness in the process creates a potential for bias and conflict of interest. A party that chooses an Advisor who is also a witness can anticipate that the Decision-Maker will explore issues of potential bias.

The University may permit parties to have more than one Advisor, or an Advisor and support person, upon special request to the Title IX Coordinator. The decision to grant this request is at the sole discretion of the Title IX Coordinator and will be granted equitably to all parties.

A Party may elect to change Advisors during the process and is not obligated to use the same Advisor throughout. The Parties are expected to inform the investigator of the identity of their Advisor at least two (2) days before the date of their first meeting with the investigator, (or as soon as possible if a more expeditious meeting is necessary or desired). The Parties are expected to notify the Title IX Coordinator promptly if they change Advisors at any time. If a party changes Advisors, consent to share information with the previous Advisor is assumed to be terminated.

A pool of Employees are trained as process Advisors. Process Advisors are available to the Complainant or Respondent upon request, subject to the process Advisor's availability. The Advisor is not required to be chosen from this pool or an individual

from the University community.

#### **2.8.7.1 Selection or Appointment of Advisors**

The Advisor may be a friend, mentor, family member, attorney, or any other individual a Party chooses to advise, support, and/or consult with them throughout the resolution process. The parties may choose inside or outside of the Brown community.

The Title IX Coordinator will offer to assign a trained Advisor to any Party if the Party chooses. The University cannot guarantee equal advisory rights, meaning that if one Party selects an Advisor who is an attorney, but the other Party does not or cannot afford an attorney, the University is not obligated to provide an attorney to advise that Party.

Advisors appointed by the University cannot be confidential Employees, and although they will not be asked to disclose details of their interactions with their advisees to institutional officials or Decision-Makers absent an emergency, they are still reminded of their mandatory reporter responsibilities.

#### **2.8.7.2 Role of the Advisor**

The Parties may be accompanied by their Advisor in all meetings, interviews, and any hearing at which the Party is entitled to be present, including intake and interviews. If a Party has more than one Advisor, only one Advisor may attend each meeting, interview, or hearing. Advisors should help the Parties prepare for each meeting and are expected to advise ethically, with integrity, and in good faith.

An Advisor cannot speak to the investigator, Decision-Maker, or other participants in the hearing or ask questions in any other step of the hearing. The Parties are expected to ask and respond to questions on their own behalf throughout the resolution process.

#### **2.8.7.3 Privacy of Records Shared with Advisors**

Advisors are expected to maintain the confidentiality of the records shared with them. Advisors may not disclose any University work product or evidence the University obtained solely through the resolution process for any purpose not explicitly authorized by the University. Accordingly, Advisors will be asked to sign a Non-Disclosure Agreement (NDA). The University may decline to share materials with any Advisor who has not executed the NDA. The University may seek to restrict the role of an Advisor who does not respect the sensitive nature of the process or who fails to abide by the University's privacy expectations.

#### **2.8.7.4 Sharing Information with Advisors**



The Title IX and Gender Equity Office staff will not directly share documentation and evidence related to the allegations with a Party's Advisor. Parties may share this information directly with their Advisors. Doing so may help the Parties participate more meaningfully in the resolution process.

If a Party requests that all communication be made through their Advisor, the University will not comply with that request unless the Party requests and the University approves this practice as a reasonable accommodation for a disability.

The Title IX and Gender Equity Office will not copy Advisors on emails or other correspondence to their advisees, as the expectation is that the Party is responsible for sharing appropriate information with their Advisors. The Title IX and Gender Equity Office will not respond to emails, telephone calls, or letters from Advisors, as the expectation is that the Party is responsible for communicating with the Title IX and Gender Equity Office. If an Advisor sends an email or letter or calls the Title IX and Gender Equity Office, the Title IX and Gender Equity Office will respond where appropriate to the Party. Advisors should not contact other University offices with any questions concerning the implementation of this process.

#### **2.8.7.5 Expectations of Advisors**

The University generally expects an Advisor to adjust their schedule to allow them to attend meetings, interviews, and/or hearings when planned but may change scheduled meetings to accommodate an Advisor's inability to attend upon a showing of good cause if doing so does not result in an unreasonable delay.

The University may also make reasonable provisions to allow an Advisor who cannot attend in person to attend a meeting by telephone or video conferencing.

All Advisors are subject to the same University policies and procedures, whether they are attorneys or not and whether they are selected by a Party or appointed by the University. Advisors are expected to advise their advisees without disrupting proceedings.

#### **2.8.7.6 Advisor's Violations of University Policy**

Any Advisor who oversteps their role as defined in this Grievance Procedure, who shares information or evidence in a manner inconsistent with this Grievance Procedure, or who refuses to comply with the University's established rules of decorum will be warned. If the Advisor continues to disrupt or otherwise fails to respect the limits of the Advisor role, the meeting/interview/hearing may be ended or other appropriate measures implemented, including the University requiring the Party to use a different Advisor or providing a different University-appointed

Advisor. Subsequently, the Title IX Coordinator will determine how to address the Advisor's non-compliance and future role.

Advisors should not address University officials in a meeting or interview unless invited to (e.g., asking procedural questions). The Advisor may not make a presentation or represent their advisee during any meeting or proceeding and may not speak on behalf of the advisee to the investigator or Decision-Maker.

## **2.8.8 Investigation**

### **2.8.8.1 Timeframes for the Investigation**

The investigation will be adequate, reliable, fair, and impartial, and will be completed in a reasonably prompt timeframe, typically ninety (90) days.

Any timelines provided herein create no rights for the Parties and may be extended or changed by the University for good cause shown, in the University's sole discretion. Good cause may exist if additional time is necessary to: accommodate the availability of a Party or witness; comply with a request by law enforcement for a temporary delay to gather evidence, address the need for language assistance or accommodation of disabilities; ensure the integrity and completeness of the investigation, including to account for case complexities, e.g., the number of Witnesses and the volume of information provided by the Parties; account for University breaks or vacations; or for other legitimate reasons. Extensions to accommodate an Advisor's schedule, including scheduling of interviews or hearings, will be considered if they do not unduly delay the process, which is considered to be a delay of three (3) or more days.

In the event a deadline is extended or changed, the Title IX Coordinator will provide the Complainant and Respondent with written notice of the reason for and expected duration of the delay or extension of timeframes.

### **2.8.8.2 Role of the Investigator**

The University will appoint a trained investigator or investigators – who may or may not be the Title IX Coordinator – to conduct the fact-finding for the case, objectively evaluate the Relevance of all evidence, and prepare an investigation report that contains a fair summary of the Relevant evidence. The Title IX Coordinator will have the discretion to determine whether the Investigator will be internal (an Employee at Brown) or external (a qualified individual outside of the Brown community), or a combination of both internal and external investigators.

Each Party will have the equal opportunity to gather and present Relevant evidence (both inculpatory and exculpatory) and fact witnesses to the investigator. However, the burden of gathering evidence, and satisfying the

standard of proof, is on the University.

The Investigator will meet with each Party and Relevant witnesses. Video or audio recordings of investigative interviews are not permitted by the Parties, their Advisors, or witnesses. After an interview, Parties and witnesses will have the opportunity to review a summary of their statement to the investigator before it is included in the draft investigation report. If a Party or witness does not provide comments to the summary of their statement within three (3) days, objections to the accuracy of the summary will be deemed to have been waived, and no changes will be permitted.

### **2.8.8.3 Witnesses**

As noted above, the Complainant, Respondent, and witnesses 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 evidence about the alleged conduct and may request statements, either orally or in writing. Witnesses may include individuals from outside of the Brown community.

Employees (not including Complainant and Respondent), and others authorized by the University to provide aid, benefits, or services as part of the University's Education Program or Activity, are required to cooperate with and participate in the University's investigation and resolution process, including by attending all scheduled meetings and proceedings and, upon request, participating as a witness. Student witnesses and witnesses from outside Brown's community cannot be required to participate. Although the University cannot compel Parties or non-Employee witnesses to answer questions during the interview or submit documents, all Parties and witnesses are encouraged to do so. A person's decision not to participate in the investigation, in whole or in part, will be documented in the investigative report.

Witnesses do not have a right to an Advisor. Witnesses cannot participate in an investigation and remain anonymous.

An Advisor may not be called as a witness to speak to what their advisee has told them during their role as an Advisor unless the Party being advised consents to that information being shared.

### **2.8.8.4 Evidence**

Complainants, Respondents, and witnesses are permitted to provide evidence to the investigator. Evidence includes but is not limited to text messages, email exchanges, timelines, receipts, photographs, and videos. The investigator may also gather and consider additional documents,

items, and other Relevant information.

- **Pattern Evidence:** A report of Prohibited Conduct which could reasonably establish a pattern of conduct. The investigator may consider this as pattern evidence regardless of whether there has been a prior finding of a Policy violation. Pattern evidence may occur before or after the alleged Prohibited Conduct in question. This information may be deemed Relevant to determine whether the conduct alleged violates the Policy and/or to assign appropriate Discipline.
- **Character Evidence:** Information that does not directly relate to the facts at issue, but instead reflects upon the reputation, personality, qualities, or habits of an individual is character evidence. Character evidence is generally not Relevant.
- **Complainant's Sexual Interests and Prior Sexual History:** Questions and evidence about the Complainant's sexual interests and prior sexual behavior are generally not Relevant. Questions and evidence about the Complainant's prior sexual behavior are only considered Relevant in two circumstances: when the questions and evidence are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant; and when the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent. The fact of prior consensual sexual conduct between the Complainant and Respondent does not by itself demonstrate or imply the Complainant's consent or preclude a determination that sex-based harassment occurred.
- **Other Disciplinary Cases:** Information about prior, concurrent, or pending campus disciplinary cases or criminal charges involving the Complainant or Respondent is typically viewed as not Relevant to the investigation unless determined to be pattern evidence, as described above. Such information may be considered in determining appropriate Discipline upon a determination of responsibility. Barring a pattern allegation, this information is only considered at the discipline stage of the process and is not shared until then.
- **Privileged Information:** The University will not require, allow, rely upon, or otherwise permit questions or use of evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege. Notwithstanding the foregoing, if a person holding such a privilege has waived the privilege in writing, then the information may be used during an investigation and/

or live hearing. In gathering evidence, the University will not access, consider, disclose, or otherwise use a Party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the Party, unless the University obtains that Party's voluntary, written consent to do so.

#### **2.8.8.5 Evidence Review and Draft Investigation Report**

At the conclusion of the investigation, the Investigator prepares a draft investigation report containing a fair summary of the Relevant evidence collected during the investigation that will be submitted to both Parties for their review and response. The Investigator may include credibility assessments in the investigation report, where appropriate, based on the investigator's interviews with the Complainant, Respondent, and witnesses, and review of the Relevant evidence. The credibility assessment may include direct observations, reasonable inferences drawn from the facts, and any consistencies or inconsistencies between the various sources of information.

The Title IX Coordinator will review the draft investigation report before it is provided to the Parties. The Title IX Coordinator may return the draft investigation report to the investigator to address questions or provide clarification.

To protect the privacy of the Parties and safeguard the contents of the investigation report, the draft investigation report will be sent through an electronic format that limits the Parties' ability to edit, download, or print the draft investigation report.

The Parties will have seven (7) days from the date of delivery to review the draft investigation report and the evidence and submit a written response to the Title IX Coordinator for the investigator to consider prior to the finalization of the investigation report. In their written response, the Complainant and Respondent may offer comments, clarify information previously shared, suggest additional witnesses, question Relevance determinations, and/or identify any other Relevant evidence or witnesses to assure the thoroughness and sufficiency of the investigation.

#### **2.8.8.6 Final Investigation Report**

Upon consideration of the responses submitted by the Parties, the investigator may request additional information or interview additional

witnesses. Upon completion of the investigation, the investigator finalizes the investigation report and provides the report to the Title IX Coordinator. The Title IX Coordinator will review the report and may return the report to the investigator to address questions or provide clarification.

When it is deemed final, the Title IX Coordinator reviews the report containing a fair summary of the Relevant evidence collected and within seven (7) days determines whether the University will proceed to a hearing or dismiss the Complaint as described above.

At least seven (7) days prior to the hearing, the Title IX Coordinator will provide electronic access to the final investigation report to the Parties and to the Decision-Maker.

To protect the privacy of the Parties and safeguard the contents of the investigation report, the final investigation report will be sent to the Parties through an electronic format that limits the Parties' ability to edit, download, save, or print the final investigation report.

The Parties may review the final investigation report and the evidence and submit a written response to the Decision-Maker at least three (3) days before the hearing date. In their written response, the Complainant and Respondent may offer comments, clarify information previously shared, suggest additional witnesses, question relevance determinations, and/or identify any other Relevant evidence or witnesses to assure the thoroughness and sufficiency of the investigation.

### **2.8.9 Standard of Evidence**

The University applies the preponderance of the evidence standard (more likely than not) in all stages of the process when determining whether the Policy has been violated.

### **2.8.10 Hearing Procedures**

*Section 2.8.10.2.1 below describes the role and responsibilities of the "Hearing Officer," who presides at the live hearing in a case involving a Student and Staff Respondent. Sections 2.8.10.2.2 through 2.8.10.2.4 below describe the respective roles of the "Chair of the Title IX Council," the "Hearing Panel," and the "Presiding Officer," who each participate in the live hearing in a case involving a Faculty Respondent. Within the Grievance Procedure, all references to the "Hearing Officer" shall apply only to a Student and Staff Respondent case, while all references to the "Chair of the Title IX Council," the "Hearing Panel," and the "Presiding Officer" shall apply only to a Faculty Respondent case.*

The Title IX Coordinator will select a date for a live hearing based on the availability of the Decision-Maker and will consider participants' academic or work schedules when identifying the hearing date. The Title IX Coordinator will not consider an Advisor's schedule when selecting a hearing date. Advisors will need to work with



their advisees around scheduling.

A hearing will be scheduled for a date at least seven (7) days after the final investigative report is provided to the Parties. Typically a hearing will be held within fifteen (15) days from the date that the final investigative report was provided. This timeframe may be extended for good cause as provided for in this Grievance Procedure. If granted, the reason for the extension will be shared with the Parties in writing.

The live hearing will be scheduled to take place via an online platform through which each Party, their Advisors, witness, and the Decision-Maker can see and hear each other in real-time when the individual is speaking. The University requires the Parties to be on camera during questioning and when making statements. The Parties will be muted and off-camera during the other phases of the hearing. An audiovisual recording of any live hearing will be made by the University. No other recording or transcription is permitted.

If the matter involves more than one Respondent, the Title IX Coordinator, in their discretion, may permit the hearing concerning each Respondent to be conducted either jointly or separately. In joint hearings, separate determinations of responsibility will be made for each Respondent.

The Parties will be notified in writing of the date, time, and access information for the hearing.

#### **2.8.10.1 Pre-Hearing Meetings**

The Decision-Maker will offer to convene a pre-hearing meeting with the Parties and their Advisors and invite them to submit the questions or topics they wish to ask or discuss at the hearing. This allows the Decision-Maker to consider their relevance ahead of time to avoid any improper evidentiary introduction in the hearing and to provide recommendations for more appropriate phrasing.

This advance review opportunity does not preclude the Parties from submitting a question at the hearing for the first time or asking for a reconsideration on a Decision-Maker's pre-hearing decision based on any new information or questioning offered at the hearing. The Decision-Maker will document and share their rationale for any evidence or question exclusion, if any, at a pre-hearing meeting with each Party.

The Decision-Maker will work with the Parties to finalize a witness list for the hearing, and the Title IX Case Manager will notify any witnesses of the hearing's logistics.

The pre-hearing meeting will not be recorded. The pre-hearing meetings will typically be conducted as separate meetings with each Party and their Advisor and may be conducted via video conferencing. The Decision-Maker will work with the Parties to establish the format and timing of the

meetings and will circulate a summary of any rulings made to ensure all Parties and Advisors are aware.

### **2.8.10.2 Hearing Participants**

Persons who may be present for a hearing include the Decision-Maker, investigator, the Parties and their Advisors, Presiding Officer, anyone providing authorized accommodations, interpretation, and/or assistive services, anyone else deemed necessary by the Decision-Maker, and staff from the Title IX and Gender Equity Office providing administrative support. Witnesses are present only during their portion of the questioning.

#### **2.8.10.2.1 Hearing Officer (Student and Staff Respondent Cases Only)**

A single Hearing Officer presides at the hearing and decides a case involving a Student and Staff Respondents. The Hearing Officer receives training to hear and decide Complaints investigated under the Policy.

The Hearing Officer is responsible for administering the hearing process, including procedural matters and decisions leading up to the hearing. The Hearing Officer has the discretion and authority to make relevancy determinations during the hearing, including appropriate and inappropriate lines of questioning. The Hearing Officer is also responsible for drafting the determination letter that summarizes the findings, rationale, and Discipline (if applicable).

Following the hearing, the Hearing Officer shall determine whether or not the Student or Staff Respondent has violated the Policy by a preponderance of the evidence and make the determination regarding responsibility or non-responsibility and Discipline (if applicable). The Hearing Officer shall draft a written determination in accordance with Section 2.8.11.1 below.

#### **2.8.10.2.2 Chair of the Title IX Council (Faculty Respondent Cases Only)**

During the hearing in a case involving a Faculty Respondent, the Chair of the Title IX Council (“Chair”) participates as a trained non-voting member. The Chair is responsible for administering the hearing process and conducting the deliberations process, including procedural matters and decisions leading up to the hearing. The Chair is also responsible for drafting the written determination letter in accordance with Section 2.8.11.1 below which summarizes the hearing’s findings, rationale, and recommended Discipline.

(if applicable).

#### **2.8.10.2.3 Hearing Panel (Faculty Respondent Cases Only)**

The Hearing Panel decides cases involving Faculty Respondents. The Hearing Panel is comprised of individuals who receive training to hear Complaints investigated under the Policy. The Title IX Coordinator will send the Hearing Panel a copy of the final investigation report at least seven (7) days before the date of the hearing. At the conclusion of the hearing, the Hearing Panel will convene to deliberate and render a decision, by majority vote, regarding whether or not the Respondent has violated the Policy by a preponderance of the evidence and recommend Discipline to the Provost (if applicable). No member may abstain from voting.

A Hearing Panel where the Complainant is a faculty member will consist of three (3) faculty members drawn from the Title IX Council. If the Complainant is a staff member, the Hearing Panel will consist of four (4) faculty members and one (1) staff member drawn from the Title IX Council. If the Complainant is a Student, the Hearing Panel will consist of four (4) faculty members and one (1) Student drawn from the Title IX Council. The Hearing Panel will deliberate and make a determination regarding responsibility and a recommendation regarding Discipline (if applicable). The Senior Academic Dean of the Respondent may be substituted for the Hearing Panel in instances in which the Title IX and Gender Equity Office is unable to populate a hearing panel due to urgency, time of year, or conflict of interest.

#### **2.8.10.2.4 Presiding Officer (Faculty Respondent Cases Only)**

During the live hearing in a case involving a Faculty Respondent, the Presiding Officer has the responsibility and authority to ensure the overall decorum of the hearing. The Presiding Officer is also responsible for making relevancy determinations about information that will be considered or not during the hearing, including appropriate and inappropriate lines of questioning. The Presiding Officer does not participate in the Hearing Panel's deliberations nor make any recommendations regarding the determination of the case. The Title IX Coordinator will send the Presiding Officer a copy of the final investigation report at least seven (7) days before the date of the hearing.

### **2.8.10.3 Evidentiary Considerations**

The Parties must provide all evidence to the investigator prior to completion of the final investigative report. Relevant evidence not

provided in advance of the hearing may be accepted for consideration in the discretion of the Decision-Maker. The Decision-Maker typically will not accept newly offered evidence, even if Relevant, if it was reasonably available to the offering Party prior to the conclusion of the final investigation report.

If the Decision-Maker decides to accept newly offered Relevant evidence, the Decision-Maker may, in their discretion, take any of the following actions: pause or adjourn the hearing so that the Parties may review the evidence; or remand the matter to the Investigator for further investigation and analysis.

#### **2.8.10.4 Introductions and Hearing Procedure Explanation**

The Hearing Officer (for Student and Staff Respondent cases) and the Presiding Officer (for Faculty Respondent cases) will explain the hearing procedures and introduce the participants and will answer any procedural questions prior to and as they arise throughout the hearing.

#### **2.8.10.5 Opening Statements**

The Complainant and Respondent will have the opportunity to provide a verbal opening statement. If both the Complainant and the Respondent choose to make an opening statement, the Complainant will make an opening statement first, and the Respondent will make an opening statement second.

The Decision-Maker will disregard opening statements or any portions thereof that are not Relevant and will note that decision on the record.

#### **2.8.10.6 Investigator Presentation of Final Investigation Report**

The Investigator will present a summary of the final investigation report, including a review of the facts that are contested and those that are not. The investigator will be questioned first by the Decision-Maker and then by the Parties. The investigator may attend the duration of the hearing or be excused after their questioning at the Decision-Maker's discretion.

#### **2.8.10.7 Questioning**

At the hearing, the Decision-Maker will 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 the allegations of Prohibited Conduct. Any credibility determinations will not be based on a person's status as a Complainant, Respondent, or witness. The Decision-Maker will accomplish this by asking the Parties and witnesses Relevant (not otherwise impermissible questions) and follow-up questions, including questions challenging credibility.

Parties may suggest questions to be posed by the Decision-Maker during the pre-hearing meetings and/or by submission of written questions

during the hearing. During the hearing, all questions by the Parties must be directed toward and asked through the Decision-Maker and are subject to a relevance determination before they are asked. At the hearing, Parties can submit their questions to the Title IX Case Manager, through the direct message function, who will then submit the questions to the Decision-Maker. Questions that the Parties want to have posed can be questions for that Party, themselves, the other Party, or witnesses.

The Hearing Officer (for Student and Staff Respondent cases) and Presiding Officer (for Faculty Respondent cases) will limit or disallow questions that are not Relevant, including questions that are unduly repetitious (and thus irrelevant), or that seek or pertain to impermissible evidence. All Relevant (not otherwise impermissible) questions will be asked by the Decision-Maker. Questions that are unclear or harassing of the Party or witness being questioned may be excluded, but prior to doing so, the Decision-Maker will give the Party posing the question the opportunity to clarify or revise the question. The Hearing Officer (for Student and Staff Respondent cases) and Presiding Officer (for Faculty Respondent cases) make the final decision on all questions and determinations of relevance and appropriateness.

The Hearing Officer (for Student and Staff Respondent cases) and Presiding Officer (for Faculty Respondent cases) will explain any decision to exclude questions not Relevant, or to reframe it for relevance.

The Decision-Maker(s) then poses the questions deemed Relevant, not impermissible, and appropriate to the Party and/or witness.

#### **2.8.10.8 Refusal to Submit to Questioning and Inferences**

If a Party or witness, after being provided notice, does not appear at the hearing, the hearing will take place in their absence. When a Party or witness does not appear for the hearing, or appears but refuses to answer questions, the Decision-Maker will make their determination using the evidence available. The Decision-Maker 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 otherwise impermissible). The Decision-Maker may not draw any inference solely from a Party's or witness's absence from the hearing or refusal to answer any or all questions.

Employee witnesses are required to participate in the hearing if they are reasonably available.

#### **2.8.10.9 Closing Statements, Impact Statements and Mitigation Statements**

The Complainant and Respondent will be granted the opportunity to make a verbal closing statement to the Decision-Maker. The Decision-Maker will disregard closing statements or any portions thereof that are not Relevant.

In addition to a closing statement, Complainants and Respondents may submit a written Impact Statement or Mitigation Statement to the Decision-Maker, which must be submitted to the Title IX Coordinator three (3) days before the hearing. The Impact Statement and Mitigation Statement should be no more than ten (10) 8 ½ by 11 pages, double spaced, in 12-point font, with one-inch margins, and should not include information that is more prejudicial than probative, introduces new allegations, or introduces evidence that is not Relevant. Any such information, allegations, or evidence will be redacted or removed by the Title IX Coordinator before the statement is shared with the Decision-Maker.

### **2.8.11 Determining Responsibility and Appropriate Discipline**

After closing statements from the Parties, the Decision-Maker will deliberate in a closed session to objectively evaluate all Relevant evidence, both inculpatory and exculpatory, and determine whether the Respondent is responsible for the alleged Policy violation based on a preponderance of evidence.

If the Decision-Maker for Student and staff Respondent cases determines that a Respondent is responsible for one or more violations of the Policy, it will then impose an appropriate Discipline. If the Decision-Maker for faculty Respondent cases determines that a Respondent is responsible for one or more violations of the Policy, it will then recommend appropriate Discipline to the Provost. The Decision-Maker for all Respondents shall consider, among others, the following factors in determining (for Student and staff Respondent cases) and recommending (for faculty Respondent cases) appropriate Discipline:

- Whether or not the circumstances suggest there is an increased risk of the Respondent committing additional acts of Prohibited Conduct or violence, considering, for example, whether there have been other sexual violence Complaints about the same Respondent, whether the Respondent has a history of violence, whether the Respondent threatened further sexual violence or other violence against the Complainant or others;
- Whether or not the circumstances suggest there is an increased risk of future acts of Prohibited Conduct under similar circumstances, considering, for example, whether the circumstances reveal a pattern of perpetration, for instance via illicit use of drugs or alcohol, at a given location, or by a particular group;
- Whether or not the Prohibited Conduct was perpetrated with a weapon or had other aggravating considerations;
- Whether the Respondent, upon return to campus, would be likely to pose a threat to the safety and/or well-being of the Complainant and/or the Brown community generally, and if so, the nature and extent of the threat and steps to effectively mitigate the impact;
- Whether the Respondent has been found responsible for prior violations of Brown policies;
- The impact and mitigation statements submitted by the Complainant and



Respondent;

- The impact of the conduct on the Brown community and the need for any Discipline or remedies to eliminate, prevent, or address the existence of any hostile environment caused in the Brown community or to maintain a safe and respectful environment conducive to learning, working, and living; and
- Any other mitigating, aggravating, or compelling circumstances in order to reach a just and appropriate resolution in the case.

#### **2.8.11.1 Written Determination**

The Decision-Maker will typically prepare a written determination within five (5) days from the date of the hearing. The Hearing Officer or Chair may ask for additional time for deliberation. The Title IX Coordinator will notify the parties in writing if additional time is needed.

The written determination will include: (1) a description of the alleged Prohibited Conduct; (2) information about the policy and procedures used to evaluate the allegations; (3) the Decision-Maker's evaluation of the Relevant (not otherwise impermissible) evidence; (4) the determination of whether the Respondent was responsible or not responsible for Prohibited Conduct; (5) if responsible, the specific behaviors for which Respondent was found to be responsible; and (6) appeal information. In the event a Student or staff Respondent is found responsible for a violation of this Policy, the determination will include the Discipline imposed and/or whether Remedies will be provided, as appropriate. In the event a faculty Respondent is found responsible for a violation of this Policy, the determination will include the Discipline recommended and/or whether Remedies will be recommended, as appropriate. The process for imposing Discipline on Faculty Respondents is provided for in Section 2.8.11.2.

In all cases, the Complainant and Respondent will be provided notice of the written determination regarding responsibility simultaneously. The appropriate campus officials, e.g., the senior dean, department chair, University Human Resources and supervisors, and deans in the Division of Campus Life, will receive a copy of the outcome as appropriate.

In cases of expulsion or termination (except in cases of termination of a term appointment or revocation of tenure of faculty Respondents, which is provided for in Section 2.8.11.2), once the appeal deadline has passed or an expulsion or termination is upheld by the Appeal Decision-Maker, the Respondent's enrollment or employment will end and the Respondent must vacate campus immediately.

In cases of suspension of a Student Respondent: once the appeal deadline has passed or a suspension is upheld by the Appeal Decision-Maker, the start of the Respondent's suspension will be determined by the date on which the final decision is made. Suspensions imposed before the end of the sixth week of classes will begin immediately and apply to the current

semester. Suspensions imposed after the sixth week of classes will apply to the next semester.

#### **2.8.11.2 Determining Discipline for Faculty Respondents**

The Hearing Panel's written decision finding that the faculty Respondent violated the Policy and recommending Discipline will be forwarded to the Provost within two (2) days of the decision being shared with the Complainant and Respondent. The Provost shall consider the written decision setting out the Hearing Panels finding and recommendation and may consider any part of the record before the Hearing Panel that the Provost deems appropriate. The Provost may meet with the Hearing Panel to discuss their recommendation and may afford the Complainant and Respondent the opportunity to discuss the Hearing Panel's recommendation. The Provost shall also consider the factors set forth in Section 2.8.11.

If the Provost determines that termination of a term appointment or revocation of tenure is the appropriate Discipline for violating the Policy, then such a determination will be a recommendation to the President that such Discipline be imposed and will be forwarded to the President in writing for consideration. The President will consider any recommendation by the Provost to terminate a faculty Respondent's term appointment or to revoke a faculty Respondent's tenure. In considering the Provost's recommendation, the President may also review the written decision setting out the Hearing Panel's finding and recommendation and consider any part of the record before the Hearing Panel that the President deems appropriate. The President may afford the Complainant and Respondent the opportunity to discuss the recommendation. If the President determines that the circumstances require a recommendation to the Corporation that the faculty Respondent be dismissed during either a term appointment or tenure, the President shall so recommend in writing to the Corporation. The Corporation's decision on the President's recommendation will be final.

If the Provost determines that Discipline other than termination of a term appointment or revocation of tenure is the appropriate Discipline for violating the Policy is appropriate, then that Discipline will be final unless either Party appeals. The Provost's determination will be communicated simultaneously in writing to the Parties, the President, the appropriate senior dean, and the Chair of the Faculty Executive Committee or Chair of the Medical Faculty Executive Committee (as appropriate).

The Provost will complete the process for recommending/imposing Discipline as set forth in this section within ten (10) days of receipt of the Hearing Panel's written decision.

#### **2.8.12 Appeal Process**

The Complainant and Respondent both have the right to appeal a determination

of responsibility and/or Discipline on the limited grounds of (a) a procedural irregularity that affected the outcome of the matter; (b) new evidence that could affect the outcome and that was not reasonably available at the time the determination regarding responsibility was made; (c) in situations where the Respondent is suspended, expelled, or terminated, the Discipline fall outside the range of Discipline designated for this offense, considering the cumulative conduct/disciplinary record of the Respondent; or (d) the Title IX Coordinator, investigator, or Decision-Maker had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter. Any alleged new evidence related to the grounds for the appeal should be appended to the appeal. The appeal is not an opportunity for a re-investigation or re-hearing.

Written requests for appeal must be submitted to the Title IX and Gender Equity Office within five (5) days following delivery of the written determination regarding responsibility. Written requests for appeals submitted by one Party will be shared with the other Party. Each Party may respond in writing to any appeal submitted by the other Party. Written responses to an appeal must be submitted within five (5) days following delivery of the notice of the written appeal. The Request for Appeal will be forwarded to the appropriate Appeal Decision-Maker.

Appeals are heard by the President in cases with a faculty Respondent, the Vice President of Human Resources in cases with a staff Respondent, and a three (3) member appeal panel drawn from the Title IX Council in cases with a Student Respondent. The individuals hearing appeals are referred to in the Grievance Procedure as Appeal Decision-Makers. The Appeal Decision-Maker's responsibility will be strictly limited to determining if the written appeal meets the limited grounds on which an appeal is submitted. The appeal will be granted if the Appeal Decision-Maker finds that the grounds for appeal are met. Otherwise, the appeal will be denied. If the appeal is denied, the matter is closed and the original written determination regarding responsibility and Discipline, if applicable, stands as the final decision.

Appeal decisions are to be deferential to the original determination and the review will be based only on the written record, as well as any recordings. All decisions are made by a majority vote (for appeal panels).

The Appeal Decision-Maker may consult with the Title IX Coordinator, original Decision-Maker, and/or legal counsel on questions of procedure or rationale, for clarification, if needed. The Title IX Coordinator will maintain documentation of all such consultation.

An appeal may be granted or denied. If the Appeal Decision-Maker grants the appeal, they may (a) modify the determination of responsibility and/or Discipline, or (b) remand (or partially remand) the case to the original Decision-Maker or a new Decision-Maker with corrective instructions for reconsideration. In rare circumstances where an error cannot be cured by the original or new Decision-Maker or the Appeal Decision-Maker, the Appeal Decision-Maker or Decision-Maker may reopen the investigation or order a new investigation.

A Notice of Appeal Outcome letter will be sent to all Parties simultaneously. The outcome will specify the finding on each ground for appeal, any specific instructions for remand or reconsideration, any Discipline that may result which the University is permitted to share according to federal or state law, and the rationale supporting the essential findings to the extent the University is permitted to share under federal or state law.

Any Discipline as a result of the determination will not be implemented during the appeal process, and Supportive Measures may be maintained or reinstated until the appeal determination is made.

### **2.8.13 Prohibition on Recording**

Parties, Advisors, and witnesses are prohibited from audio or video recording any part of the resolution process. The resolution process includes but is not limited to (a) telephone calls and virtual or in-person meetings with any member of the Title IX and Gender Equity Office staff; (b) telephone calls and virtual or in-person interviews or meetings with the investigator; and (c) the hearing.

Allegations of non-compliance will be reviewed by the Office of Student Conduct and Community Standards for Students, University of Human Resources for staff, and the Office of the Provost for faculty and may result in discipline, up to and including separation from the University. The Parties are responsible for their Advisors' compliance with this provision and may be subject to discipline for any violation by their Advisor.

### **2.8.14 Failure to Comply with Discipline or Informal Resolution Agreement**

All Respondents are expected to comply with the assigned Discipline or Informal Resolution Agreement terms within the timeframe specified by the Decision-Maker, including the Appeal Decision-Maker or the Informal Resolution Agreement.

Failure to abide by the Discipline imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional Discipline, including suspension, expulsion, and/or termination from the University.

Supervisors are expected to enforce the completion of Discipline for their Employees.

A suspension imposed for non-compliance with Discipline will only be lifted when compliance is achieved to the Title IX Coordinator's satisfaction.

### **2.8.15 Disability Accommodations and Support During the Resolution Process**

Brown is committed to providing reasonable accommodations and support to qualified Students, Employees, or others with disabilities that would enable them to participate in all processes provided for under this Grievance Procedure, including, but not limited to, making a Report or Complaint and participating in an Informal Resolution Process or Formal Resolution Process.

Students with disabilities who would like to request a reasonable accommodation should contact Student Accessibility Services (SAS) at [SAS@brown.edu](mailto:SAS@brown.edu) or 401-863-9588. Faculty and staff with disabilities who would like to request a reasonable accommodation should contact University Human Resources (UHR) and visit this website for more information: [UHR Employee Accommodation Services](#). The Title IX Coordinator may consult, as appropriate, with SAS and/or UHR.

A Party should not assume that the Title IX Coordinator is on notice that they are a Student or Employee with a Disability, even if the Party is registered to receive accommodations through SAS or UHR.

Brown University will address reasonable requests for support for the Parties and witnesses, including (1) language services and interpreters; (2) access and training regarding the use of technology throughout the resolution process and (3) other support as deemed reasonable and necessary to facilitate participation in the resolution process.

### 3.0 Definitions

Defined terms used and not otherwise defined in this Grievance Procedure are defined in the Title IX Policy.

### 4.0 Responsibilities

All individuals to whom this Grievance Procedure applies are responsible for becoming familiar with and following it. University supervisors are responsible for promoting the understanding of this Grievance Procedure and for taking appropriate steps to help ensure compliance.

**Division of Campus Life:** Oversees the response to reports, submission of a Complaint, and the implementation of the Grievance Procedure.

The University's response is coordinated by the following individuals:

- **Title IX Coordinator:** The Title IX Coordinator oversees the review of Reports and Complaints associated with Prohibited Conduct. The Title IX Coordinator also oversees the implementation of Supportive Measures, the Informal Resolution Process, and the Formal Resolution Process. The Title IX Coordinator is also charged with monitoring compliance with Title IX, providing education and training, and tracking and reporting annually on all incidents in violation of the Policy.
- **The Institutional Equity Officers and Institutional Equity Investigator:** Serve as internal neutral fact finders.
- **The Associate Vice President for Institutional Equity, Accessibility, and**

**Compliance:** Hears appeals of Complaint dismissal decisions.

## 5.0 Related Information

The following information compliments and supplements this document. The information is intended to help explain this Grievance Procedure and is not an all-inclusive list of policies, procedures, laws, and requirements.

### 5.1 Related University Policies:

- [Title IX Policy](#)
- [Corporation Policy Statement on Equal Opportunity, Nondiscrimination and Affirmative Action](#)
- [Nondiscrimination and Anti-Harassment Policy](#)
- [Conflict of Interest and Commitment Policy](#)
- [Brown University Code of Student Conduct](#)
- [Pregnancy and Parenting Policy](#)
- [University Code of Conduct](#)
- [Non-Retaliation Policy](#)

### 5.2 Related SOPs:

- [Student Conduct Procedures](#)
- [Discrimination and Harassment Complaint Resolution SOP](#)

5.3 Related Forms: N/A

5.4 Frequently Asked Questions: N/A

5.5 Other Related Information: N/A

## 6.0 SOP Owner and Contact

6.1 **SOP Owner:** Vice President for Campus Life & Student Services

6.2 **SOP Approved by:** Vice President for Campus Life & Student Services

6.3 **Contact Information:** Title IX Coordinator

- [titleixoffice@brown.edu](mailto:titleixoffice@brown.edu)
- 401-863-2026

## 7.0 SOP History

7.1 **SOP Issue Date:** August 14, 2020

7.2 **SOP Effective Date:** August 1, 2024

7.3 **SOP Update/Review Summary:** N/A



# 2024 Annual Fire Safety Report



In accordance with the Higher Education Opportunity Act, as amended in August 2008, Brown University, through this publication, is making available information regarding fire safety policies and procedures at Brown University, as well as fire statistics.

In accordance with the Clery Act, Brown University is providing fire statistics for fires occurring inside Student Housing Facilities for the last three (3) years. Information concerning fire incidents in Residence Halls within the past sixty days is available in the Clery Log or by sending an email request to [fire\\_safety@brown.edu](mailto:fire_safety@brown.edu).

## STUDENT HOUSING FACILITIES FIRE SAFETY SYSTEMS

All residence halls (dormitories) and program houses (fraternities/sororities, etc.) have full coverage sprinkler systems. In addition, each has a supervised fire alarm system that will automatically notify the Providence Fire Department and Brown Public Safety upon activation. Within the individual living units, in addition to the sprinkler heads, there are smoke alarms that sound only in that unit (referred to as local alarms). The fire alarm notification appliances installed in each building include combination horn/strobes in all common areas and mini-horn sounders in each sleeping space. Fire alarm pull stations installed near stairways and at building exits are provided to allow manual activation of the fire alarm. Carbon monoxide detection is provided outside mechanical spaces and laundry areas, as required. Fire extinguishers are provided in all residence halls.

There are 23 other small apartment buildings (Auxiliary Housing) that have a variety of life safety systems as noted in the spreadsheet at the end of this report.

## FIRE DRILLS AND STUDENT EVACUATION LOCATIONS

Fire drills were conducted four times in 2023 in each residence hall and twice for all of the occupied apartment buildings.

The purpose of a fire drill is to raise fire safety awareness in the Brown community. Building occupants are trained in their responsibilities in the event of a fire alarm in their building. When the evacuation drill is conducted, the fire alarm is activated. Occupants evacuate the building proceeding to the assigned evacuation location as designated in the Emergency Action Plan (EAP) specific to each building. Students can access and print the EAP from the Environmental Health and Safety website. The emergency egress plan for each residence hall is posted on the back of each residence hall door.

If a fire occurs in a residence hall, displaced students will be provided with alternative housing by the Office of Residential Life. Personnel from that office are on call 24 hours a day to ensure quick re-housing of displaced students.

## FUTURE FIRE SAFETY IMPROVEMENTS

Our department is going to expand fire safety education during the month of October to better educate students, staff and faculty and to showcase Fire prevention Week for the entire month. Media will include safety messages on campus shuttles, in dining halls and at sporting events.

## FIRE PREVENTION

The following is a list of prohibited items/practices in the Residence Halls:

- Paper, posters and wall hangings are prohibited in hallways and stairways. Glass-covered bulletin boards are provided for this purpose.
- Flammable liquids such as lighter fluid or gasoline are prohibited in all Residence Halls.

- The use of any extension cord without a built-in surge protector, such as U/L listed 15-amp power strip equipped with a circuit breaker, is prohibited.
- Halogen lamps are prohibited in all Residence Halls.
- Candles and all open flames are strictly prohibited. There is a \$100 fine per candle if discovered.
- The use of incense is prohibited.
- The following portable electrical devices are prohibited in Residence Halls: toasters, toaster ovens, grills, rice cookers and any other cooking device with an open element or open flame, unless stored/used in the building kitchen area(s).
- Space heaters and hot plates are prohibited in all areas.
- Gas grills with propane tanks are not allowed inside any Residence Halls.
- Smoking is prohibited in all Residence Halls. This is consistent with university policy and Rhode Island state law.
- Tapestries and canopies cannot be larger than 40 x 40 inches and must be at least 12 inches from an electrical outlet. Tapestries cannot cover sprinkler heads, smoke detectors, or lights.

## FIRE SAFETY EDUCATION & TRAINING: FIRE SAFETY POLICIES

### Information and Education

Brown University Fire Safety personnel, provides fire and life safety information on the EHS website. Fire Safety personnel attend the annual Orientation Resource Fair where they provide written fire safety information and speak with students and parents. In conjunction with Brown Public Safety and other departments, Fire Safety personnel participate in the Safety Fair for all students held within the first 45 days after Orientation. In addition, Fire Safety personnel take any opportunity offered to reach out and to encourage students to be knowledgeable about fire safety procedures and practices.

Brown University's Fire Safety staff offer the following training programs to inform and train students, faculty and staff on risk-reduction strategies.

### Emergency Action Plan Training

Staff, including residential peer leaders, area coordinators and summer residential directors are required to take this training, which consists of a single 30-45 minute session presented by Environmental Health & Safety staff. This training is tailored to the audience and focuses on topics related to emergencies both inside and outside of buildings.

The topics include:

- Emergency evacuation procedures
- Reporting emergencies
- Emergency evacuation locations
- Personnel accountability
- Fire prevention awareness
- Fire extinguishers and their use
- Emergency medical procedures



- Shelter-in-place procedures
- Hostile Intruder procedures
- Emergency communications
- Building-specific information

An on-line version of this training is also available for the entire Brown community.

### Hands on Fire Extinguishing Training

Using the Bullex® digital, live fire training simulator, Fire Safety staff present hands-on fire extinguisher training. This training is offered to faculty, staff and students. After a short lecture on the proper use of fire extinguishers, trainees extinguish a simulated fire with a laser activated extinguisher. This training was offered twice in 2022 for students and additional times for specific buildings.

## REPORTING A FIRE

### Policy on Discovering a Fire

All Brown employees and students are to adhere to the following policy upon the discovery of a fire:

1. Close door, if possible.
2. Activate the nearest fire alarm pull station to alert and evacuate building occupants. Proceed out of the building to the building's evacuation location using stairwells, not elevators.
3. Call the Brown Public Safety emergency line by cell phone (401-863-4111) or use one of the strategically placed Emergency Phones (pedestal phone yellow in color with a blue light above) to report location of fire directly to the Brown Department of Public Safety.

### Policy upon discovery of a fire that self-extinguished

All Brown faculty, staff and students should immediately call Brown Public Safety (401-863- 4111) when they discover a fire that has self-extinguished. The responding Officer will take a report and notify the Fire Safety Officer on call.



## CAMPUS FIRE SAFETY: AUTHORITY AND JURISDICTION

The Brown Fire Safety staff is not certified by the State of Rhode Island Fire Marshal's Office to enforce the Rhode Island Fire Code. This is in accordance with state policy. The Providence Fire Department Fire Prevention Bureau has the responsibility for inspecting all property within the City of Providence, including Brown owned buildings. The Brown Fire Safety staff has extensive knowledge of fire safety regulations. They conduct monthly inspections of all Residence Halls on campus, annual inspections of all Brown owned Auxiliary Housing, and annual inspections of University owned buildings. Fire Safety personnel, as well as qualified third-party fire protection engineering firm, also review construction plans to ensure compliance with all applicable life and fire safety codes and ordinances. The office personnel work in tandem with the Providence Fire Inspectors, insurance providers and other outside agencies when they are on campus inspecting our buildings. Students are subject to discipline and fines for violations of fire safety rules through the Brown's Code of Student Conduct system.

## BROWN UNIVERSITY ENVIRONMENTAL HEALTH & SAFETY: FIRE SAFETY OFFICE

Brown University Fire Safety personnel are on duty during the usual five (5) day administrative work schedule. A Fire Safety Officer is on call 24 hours a day, seven days a week. The fire safety staff is comprised of two (2) full time members who have extensive backgrounds in the fire service. They are assisted by three (3) part time members who handle specialized tasks including inspections. The Fire Safety staff is part of the Office of Environmental Health & Safety.

The Fire Safety staff can be contacted by phone at (401) 863-3462 and by email at [fire\\_safety@brown.edu](mailto:fire_safety@brown.edu). The Department of Public Safety Communication Division handles emergency dispatching for all campus emergencies. The emergency phone number is (401) 863-4111.

## EVENT SAFETY

The Office of Environmental Health & Safety has developed an Event Safety Program and Event Safety Checklist which both students and staff are required to follow for any gatherings of 50 or more persons on campus. The purpose of this program is to define policies and procedures that will ensure compliance with Rhode Island Uniform Fire Code requirements and enhance fire safety for events that occur inside Brown University buildings. The individual sponsor, or a representative of the sponsoring organization, must review this policy prior to the event and assure compliance with the specified procedures before and during the event. The procedures require familiarity with the University's Emergency Action Plan and use of the Event Safety Program Checklist. These two (2) documents assist in the planning of the event, describe the use of safe decorations, detail the required steps that must be taken to ensure building safety prior to the start of the event and actions that will help to prevent overcrowding and other unsafe conditions during the event. The use of pyrotechnic devices is prohibited. Fire Safety staff arrange with the State of Rhode Island Fire Marshal's Office to provide R.I. certified Crowd Manager Training each academic year at Brown University.

Additional resources can be found in the [Emergency Management](#) section of Public Safety's website.

# HEOA FIRE INCIDENT LOG 2023

Building Name	Address	Date and Time of Fire	Date Reported	Nature of Fire	Location of Fire	Injuries Requiring Treatment	Fire Related Death	Property Value
ANDREWS HALL	211 BOWEN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ANGELL127	ANGELL ST 127	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ANGELL129	ANGELL ST 129	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ANGELL ST 165	165 ANGELL ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ARCHIBALD BRONSON	17 BENEVOLENT ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BARBOUR HALL	100 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BENE074-80	BENEVOLENT ST 074-080	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BENE084	BENEVOLENT ST 084	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BENE086	BENEVOLENT ST 086	N/A	N/A	N/A	N/A	N/A	N/A	N/A
STERNLICHT COMMONS	450 BROOK ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BOWEN STREET 219	219 BOWEN STREET	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BOWEN247	BOWEN ST 247	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BOWEN251	BOWEN ST 251	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BROOK281-3	BROOK ST 281-283	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BROOK456	BROOK ST 456	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BROWN STREET 111	111 BROWN STREET	11/21/23 6:17pm	11/21/23	Stovetop fire	1st floor kitchen	0	0	\$0-99
BUXTON HOUSE	27 BROWN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CASWELL HALL	168 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHAMPLIN HALL	208 MEETING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHAPIN HOUSE	116 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHAR071-73	CHARLESFIELD ST 071-073	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHEN FAMILY HALL	250 BROOK STREET	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CUSH084-86	CUSHING ST 084-086	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CUSH154	CUSHING ST 154	N/A	N/A	N/A	N/A	N/A	N/A	N/A



## HEOA FIRE INCIDENT LOG 2023, continued

CUSH166	CUSHING ST 166	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DANOFF HALL	259 BROOK ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DIMAN HOUSE	41 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EMERY HALL	200 MEETING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EVERETT POLAND	13 BENEVOLENT ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GODDARD HOUSE	39 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRAD CENTER A	40 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRAD CENTER B	44 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRAD CENTER C	82 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRAD CENTER D	90 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GREGORIAN QUAD A	103 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GREGORIAN QUAD B	101 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HARKNESS HOUSE	47 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HEGEMAN A	128 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HEGEMAN B	128 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HEGEMAN C	128 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HEGEMAN D	128 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HEGEMAN E	128 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HOPE COLLEGE	71 WATERMAN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HOPE ST 200	200 HOPE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JAMESON MEAD	11 BENEVOLENT ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
KING HOUSE	154 HOPE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LITTLEFIELD HALL	102 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MACHADO HOUSE	87 PROSPECT ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MARCY HOUSE	115 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
METCALF HALL	98 CUSHING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A

## HEOA FIRE INCIDENT LOG 2023, continued

MILLER HALL	118 CUSHING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MINDEN HALL	121 WATERMAN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MORRIS HALL	206 MEETING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW PEMBROKE 1	302 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW PEMBROKE 2	306 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW PEMBROKE 3	308 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW PEMBROKE 4	300 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
OLIVE020	OLIVE ST 020	N/A	N/A	N/A	N/A	N/A	N/A	N/A
OLNEY HOUSE	29 BROWN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PERKINS HALL	154 POWER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SEARS HOUSE	113 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SLATER HALL	70 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
THAYER 315	315 THAYER	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WATER086	WATERMAN ST 086	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WATER125-7	WATERMAN ST 125-127	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WATER129	WATERMAN ST 129	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WAYLAND HOUSE	31 BROWN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WEST HOUSE	91 BROWN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WOOLLEY HALL	202 MEETING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
YOUNG ORCHARD 10	10 YOUNG ORCHARD AVE	N/A	N/A	N/A	N/A	N/A	N/A	N/A
YOUNG ORCHARD 2	2 YOUNG ORCHARD AVE	N/A	N/A	N/A	N/A	N/A	N/A	N/A
YOUNG ORCHARD 4	4 YOUNG ORCHARD AVE	5/9/23 4:42pm	5/9/23	Cloth shoulder bag caught fire while cooking	4th floor kitchen	o	o	\$0-99

## HEOA FIRE INCIDENT LOG 2022

Building Name	Address	Date and Time of Fire	Date Reported	Nature of Fire	Location of Fire	Injuries Requiring Treatment	Fire Related Death	Property Value
ANDREWS HALL	211 BOWEN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ANGELL127	ANGELL ST 127	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ANGELL129	ANGELL ST 129	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ANGELL ST 165	165 ANGELL ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ARCHIBALD BRONSON	17 BENEVOLENT ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BARBOUR HALL	100 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BENE074-80	BENEVOLENT ST 074-080	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BENE084	BENEVOLENT ST 084	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BENE086	BENEVOLENT ST 086	N/A	N/A	N/A	N/A	N/A	N/A	N/A
STERNLICHT COMMONS	450 BROOK ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BOWEN STREET 219	219 BOWEN STREET	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BOWEN247	BOWEN ST 247	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BOWEN251	BOWEN ST 251	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BROOK245-7	BROOK ST 245-247	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BROOK281-3	BROOK ST 281-283	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BROOK456	BROOK ST 456	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BROWN STREET 111	111 BROWN STREET	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BUXTON HOUSE	27 BROWN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CASWELL HALL	168 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHAMPLIN HALL	208 MEETING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHAPIN HOUSE	116 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHAR070-72	CHARLESFIELD ST 070-072	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHAR071-73	CHARLESFIELD ST 071-073	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CUSH084-86	CUSHING ST 084-086	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CUSH154	CUSHING ST 154	N/A	N/A	N/A	N/A	N/A	N/A	N/A

## HEOA FIRE INCIDENT LOG 2022, continued

CUSH166	CUSHING ST 166	N/A	N/A	N/A	N/A	N/A	N/A	N/A
DIMAN HOUSE	41 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EMERY HALL	200 MEETING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EVERETT POLAND	13 BENEVOLENT ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GODDARD HOUSE	39 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRAD CENTER A	40 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRAD CENTER B	44 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRAD CENTER C	82 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRAD CENTER D	90 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GREGORIAN QUAD A	103 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GREGORIAN QUAD B	101 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HARKNESS HOUSE	47 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HEGEMAN A	128 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HEGEMAN B	128 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HEGEMAN C	128 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HEGEMAN D	128 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HEGEMAN E	128 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HOPE COLLEGE	71 WATERMAN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HOPE ST 200	200 HOPE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JAMESON MEAD	11 BENEVOLENT ST	4/8/22 @ 23:30	SAME	STOVE TOP	KITCHEN/ LOUNGE	o	o	\$0-99
KING HOUSE	154 HOPE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LITTLEFIELD HALL	102 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LLOYD165-7	LLOYD AVE 165-167	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MACHADO HOUSE	87 PROSPECT ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MARCY HOUSE	115 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
METCALF HALL	98 CUSHING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A

## HEOA FIRE INCIDENT LOG 2022, continued

MILLER HALL	118 CUSHING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MINDEN HALL	121 WATERMAN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MORRIS HALL	206 MEETING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW PEMBROKE 1	302 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW PEMBROKE 2	306 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW PEMBROKE 3	308 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW PEMBROKE 4	300 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
OLIVE020	OLIVE ST 020	N/A	N/A	N/A	N/A	N/A	N/A	N/A
OLNEY HOUSE	29 BROWN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PERKINS HALL	154 POWER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SEARS HOUSE	113 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SLATER HALL	70 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
THAYER 315	315 THAYER	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WATER086	WATERMAN ST 086	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WATER125-7	WATERMAN ST 125-127	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WATER129	WATERMAN ST 129	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WAYLAND HOUSE	31 BROWN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WEST HOUSE	91 BROWN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WOOLLEY HALL	202 MEETING ST	3/11/22 @ 21:57	SAME	INTENTIONAL PAPER FIRE	2ND FLOOR CORRIDOR	o	o	\$0-99
YOUNG ORCHARD 10	10 YOUNG ORCHARD AVE	N/A	N/A	N/A	N/A	N/A	N/A	N/A
YOUNG ORCHARD 2	2 YOUNG ORCHARD AVE	5/4/22 @ 12:27	SAME	STOVE TOP	1ST FLOOR	o	o	\$0-99
YOUNG ORCHARD 4	4 YOUNG ORCHARD AVE	N/A	N/A	N/A	N/A	N/A	N/A	N/A

## HEOA FIRE INCIDENT LOG 2021

Building Name	Address	Date and Time of Fire	Date Reported	Nature of Fire	Location of Fire	Injuries Requiring Treatment	Fire Related Death	Property Value
ANDREWS HALL	211 BOWEN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ANGELL127	ANGELL ST 127	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ANGELL129	ANGELL ST 129	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ARCHIBALD BRONSON	17 BENEVOLENT ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BARBOUR HALL	100 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BENE074-80	BENEVOLENT ST 074-080	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BENE084	BENEVOLENT ST 084	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BENE086	BENEVOLENT ST 086	N/A	N/A	N/A	N/A	N/A	N/A	N/A
STERNLICHT COMMONS	450 BROOK ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BOWEN STREET 219	219 BOWEN STREET	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BOWEN247	BOWEN ST 247	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BOWEN251	BOWEN ST 251	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BROOK245-7	BROOK ST 245-247	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BROOK281-3	BROOK ST 281-283	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BROOK456	BROOK ST 456	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BROWN STREET 111	111 BROWN STREET	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BUXTON HOUSE	27 BROWN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CASWELL HALL	168 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHAMPLIN HALL	208 MEETING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHAPIN HOUSE	116 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHAR070-72	CHARLESFIELD ST 070-072	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHAR071-73	CHARLESFIELD ST 071-073	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CUSH084-86	CUSHING ST 084-086	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CUSH154	CUSHING ST 154	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CUSH166	CUSHING ST 166	N/A	N/A	N/A	N/A	N/A	N/A	N/A



## HEOA FIRE INCIDENT LOG 2021, continued

DIMAN HOUSE	41 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EMERY HALL	200 MEETING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EVERETT POLAND	13 BENEVOLENT ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GODDARD HOUSE	39 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRAD CENTER A	40 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRAD CENTER B	44 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRAD CENTER C	82 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GRAD CENTER D	90 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GREGORIAN QUAD A	103 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GREGORIAN QUAD B	101 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HARKNESS HOUSE	47 CHARLESFIELD ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HEGEMAN A	128 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HEGEMAN B	128 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HEGEMAN C	128 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HEGEMAN D	128 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HEGEMAN E	128 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HOPE ST 200	200 HOPE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HOPE COLLEGE	71 WATERMAN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JAMESON MEAD	11 BENEVOLENT ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
KING HOUSE	154 HOPE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LITTLEFIELD HALL	102 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LLOYD165-7	LLOYD AVE 165-167	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MACHADO HOUSE	87 PROSPECT ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MARCY HOUSE	115 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
METCALF HALL	98 CUSHING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MILLER HALL	118 CUSHING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A

## HEOA FIRE INCIDENT LOG 2021, continued

MINDEN HALL	121 WATERMAN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MORRISS HALL	206 MEETING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW PEMBROKE 1	302 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW PEMBROKE 2	306 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW PEMBROKE 3	308 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NEW PEMBROKE 4	300 THAYER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
OLIVEo20	OLIVE ST o20	N/A	N/A	N/A	N/A	N/A	N/A	N/A
OLNEY HOUSE	29 BROWN ST	10/27/21, 19:38	Same	Intentional Paper Fire	4th Floor Bathroom	o	o	\$0-99
PERKINS HALL	154 POWER ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SEARS HOUSE	113 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SLATER HALL	70 GEORGE ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
THAYER 315	315 THAYER	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WATERo86	WATERMAN ST o86	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WATER125-7	WATERMAN ST 125-127	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WATER129	WATERMAN ST 129	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WAYLAND HOUSE	31 BROWN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WEST HOUSE	91 BROWN ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WOOLLEY HALL	202 MEETING ST	N/A	N/A	N/A	N/A	N/A	N/A	N/A
YOUNG ORCHARD 10	10 YOUNG ORCHARD AVE	N/A	N/A	N/A	N/A	N/A	N/A	N/A
YOUNG ORCHARD 2	2 YOUNG ORCHARD AVE	N/A	N/A	N/A	N/A	N/A	N/A	N/A
YOUNG ORCHARD 4	4 YOUNG ORCHARD AVE	N/A	N/A	N/A	N/A	N/A	N/A	N/A

## BROWN UNIVERSITY FIRE PROTECTION IN STUDENT HOUSING FACILITIES 2023

Building Name	Address	Sprinkler Protection	Fire Alarm Protection	Connected to Fire Dept	Connected to Brown Public Safety	Smoke Alarms in Sleeping Areas	Fire Extinguishers	Fire Drills
ANDREWS HALL	211 BOWEN ST	full	full	yes	yes	yes	yes	4
ARCHIBALD BRONSON	17 BENEVOLENT ST	full	full	yes	yes	yes	yes	4
BARBOUR HALL	100 CHARLESFIELD ST	full	full	yes	yes	yes	yes	4
BOWEN STREET 219	219 BOWEN STREET	full	full	yes	yes	yes	yes	4
BROWN STREET 111	111 BROWN STREET	full	full	yes	yes	yes	yes	4
BUXTON HOUSE	27 BROWN ST	full	full	yes	yes	yes	yes	4
CASWELL HALL	168 THAYER ST	full	full	yes	yes	yes	yes	4
CHAMPLIN HALL	208 MEETING ST	full	full	yes	yes	yes	yes	4
CHAPIN HOUSE	116 THAYER ST	full	full	yes	yes	yes	yes	4
DIMAN HOUSE	41 CHARLESFIELD ST	full	full	yes	yes	yes	yes	4
EMERY HALL	200 MEETING ST	full	full	yes	yes	yes	yes	4
EVERETT POLAND	13 BENEVOLENT ST	full	full	yes	yes	yes	yes	4
GODDARD HOUSE	39 CHARLESFIELD ST	full	full	yes	yes	yes	yes	4
GRAD CENTER A	40 CHARLESFIELD ST	full	full	yes	yes	yes	yes	4
GRAD CENTER B	44 CHARLESFIELD ST	full	full	yes	yes	yes	yes	4
GRAD CENTER C	82 THAYER ST	full	full	yes	yes	yes	yes	4
GRAD CENTER D	90 THAYER ST	full	full	yes	yes	yes	yes	4
GREGORIAN QUAD A	103 THAYER ST	full	full	yes	yes	yes	yes	4
GREGORIAN QUAD B	101 THAYER ST	full	full	yes	yes	yes	yes	4
HARKNESS HOUSE	47 CHARLESFIELD ST	full	full	yes	yes	yes	yes	4
HEGEMAN HALL	128 GEORGE ST	full	full	yes	yes	yes	yes	4
HOPE COLLEGE	71 WATERMAN ST	full	full	yes	yes	yes	yes	4
JAMESON MEAD	11 BENEVOLENT ST	full	full	yes	yes	yes	yes	4

## RESIDENTIAL HOUSING 2022, continued

KING HOUSE	154 HOPE ST	full	full	yes	yes	yes	yes	4
LITTLEFIELD HALL	102 GEORGE ST	full	full	yes	yes	yes	yes	4
MACHADO HOUSE	87 PROSPECT ST	full	full	yes	yes	yes	yes	4
MARCY HOUSE	115 GEORGE ST	full	full	yes	yes	yes	yes	4
METCALF HALL	98 CUSHING ST	full	full	yes	yes	yes	yes	4
MILLER HALL	118 CUSHING ST	full	full	yes	yes	yes	yes	4
MINDEN HALL	121 WATERMAN ST	full	full	yes	yes	yes	yes	4
MORRISS HALL	206 MEETING ST	full	full	yes	yes	yes	yes	4
NEW PEMBROKE 1	302 THAYER ST	full	full	yes	yes	yes	yes	4
NEW PEMBROKE 2	306 THAYER ST	full	full	yes	yes	yes	yes	4
NEW PEMBROKE 3	308 THAYER ST	full	full	yes	yes	yes	yes	4
NEW PEMBROKE 4	300 THAYER ST	full	full	yes	yes	yes	yes	4
OLNEY HOUSE	29 BROWN ST	full	full	yes	yes	yes	yes	4
PERKINS HALL	154 POWER ST	full	full	yes	yes	yes	yes	4
SEARS HOUSE	113 GEORGE ST	full	full	yes	yes	yes	yes	4
SLATER HALL	70 GEORGE ST	full	full	yes	yes	yes	yes	4
STERNLICHT COMMONS	450 BROOK ST	full	full	yes	yes	yes	yes	4
THAYER 315	315 THAYER	full	full	yes	yes	yes	yes	4
WAYLAND HOUSE	31 BROWN ST	full	full	yes	yes	yes	yes	4
WEST HOUSE	91 BROWN ST	full	full	yes	yes	yes	yes	4
WOOLLEY HALL	202 MEETING ST	full	full	yes	yes	yes	yes	4
YOUNG ORCHARD 10	10 YOUNG ORCHARD AVE	full	full	yes	yes	yes	yes	4
YOUNG ORCHARD 2	2 YOUNG ORCHARD AVE	full	full	yes	yes	yes	yes	4
YOUNG ORCHARD 4	4 YOUNG ORCHARD AVE	full	full	yes	yes	yes	yes	4

## BROWN UNIVERSITY FIRE PROTECTION IN APARTMENT BUILDINGS - AUXILIARY HOUSING 2023

Building Name	Address	Sprinkler Protection	Fire Alarm Protection	Connected to Fire Dept	Connected to Brown Public Safety	Smoke Alarms in Sleeping Areas	Fire Extinguishers	Fire Drills
ANGELL ST 127	127 ANGELL ST	no	full	yes	yes	yes	yes	2
ANGELL ST 129	129 ANGELL ST	no	full	yes	yes	yes	yes	2
ANGELL ST 165	165 ANGELL ST	full	full	yes	yes	yes	yes	2
BENEVOLENT ST 074-080	074-080 BENEVOLENT ST	no	full	no	yes	yes	yes	2
BENEVOLENT ST 084	084 BENEVOLENT ST	no	full	no	yes	yes	yes	2
BENEVOLENT ST 086	086 BENEVOLENT ST	no	full	no	yes	yes	yes	2
BOWEN ST 247	247 BOWEN ST	no	full	yes	yes	yes	yes	2
BROOK ST 281-283	281-283 BROOK ST	no	no	no	no	yes	yes	2
BROOK ST 456	456 BROOK ST	no	no	no	no	yes	yes	2
CHARLESFIELD ST 071-073	071-073 CHARLESFIELD ST	full	full	yes	yes	yes	yes	2
CUSHING ST 154	154 CUSHING ST	no	no	no	no	yes	yes	2
CUSHING ST 166	166 CUSHING ST	no	no	no	no	yes	yes	2
HOPE ST 200	200 HOPE ST	no	full	yes	yes	yes	yes	2
OLIVE ST 020	020 OLIVE ST	no	full	no	yes	yes	yes	2
WATERMAN ST 086	086 WATERMAN ST	no	full	yes	yes	yes	yes	2
WATERMAN ST 125-127	WATERMAN ST 125-127	full	full	yes	yes	yes	yes	2
WATERMAN ST 129	129 WATERMAN ST	full	full	yes	yes	yes	yes	2

DEPARTMENT OF PUBLIC SAFETY HEADQUARTERS  
75 Charlesfield Street  
Providence, Rhode Island 02912

Hours:  
Monday - Friday, 8:30 a.m. – 5 p.m.  
Summer Hours, 8 a.m. – 4 p.m.

