2026
Annual Security and Fire Safety Report

121 Center Road, Dudley, MA 01571

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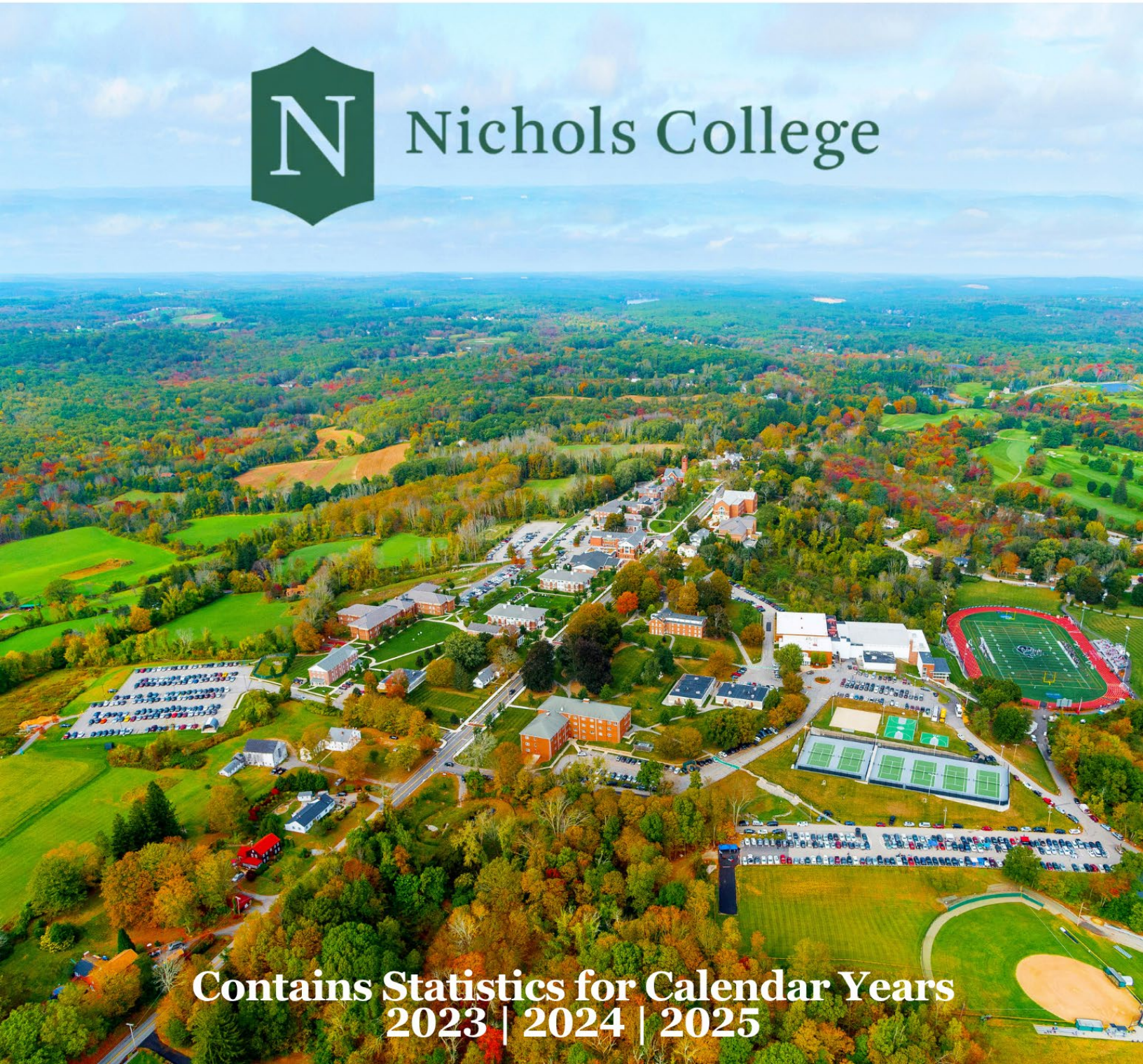

Contains Statistics for Calendar Years
2023 | 2024 | 2025

TABLE OF CONTENTS

Annual Report Introduction 5
- **Preparation and Sources for this Report** 5
- **Important On and Off Campus Resources** 6

Crime Reporting 7
- **Anonymous Reporting** 7
- **Confidential Reporting** 8
- **Campus Security Authorities** 8
- **Confidentiality Considerations** 10
- **Daily Crime Logs** 11

Law Enforcement and Security Units 11
- **The Department of Public Safety** 11
- **Dudley Police Department** 12
- **Non-Campus Crimes** 13

Campus Alerts, Timely Warnings and Emergency Notification 13
- **Emergency Notification** 13
- **Timely Warnings** 14
- **Campus Aware** 15
- **Safety Bulletins** 15
- **Sex Offender Information** 15

Emergency Response and Evacuation 16
- **Emergency Preparedness** 17

Campus Security and Prevention 18
- **Access to Facilities** 18
- **Security and Prevention** 18

Missing Person Policy 20

Crime Prevention and Security Awareness Programs 21

Faculty, Staff, and Student Trainings 22

Definitions of Criminal Offenses 23

Definitions of Clery Geography 26

Campus Crime Statistics 27
Alcohol and Drug Policies 32
Hazing Policy & Reporting 32
Title IX and Sexual Misconduct Policy 33
Nichols College Title IX Policy 34
Fire Safety Awareness 53
Fire Statistics 55

A MESSAGE FROM THE OFFICE OF COMMUNITY STANDARDS

Dear Students, Faculty, Staff, and Guests,

Welcome to the Nichols College Community!

At Nichols College, the safety and well-being of our students, faculty, staff, and visitors is a shared responsibility. We are committed to maintaining a campus environment where members of our community feel safe, informed, supported, and prepared.

The Office of Community Standards is pleased to present the 2026 Annual Security and Fire Safety Report. This report serves as an important resource for our community and provides information about campus safety and security, reporting options, emergency response, crime and fire statistics, prevention and awareness efforts, and resources available to students and employees.

Preparing this report requires collaboration across the College. Community Standards works with Public Safety and other campus partners to gather information and provide our community with accurate and accessible information about campus safety.

I encourage you to review this report and become familiar with the resources, policies, and procedures available to you. Every member of the Nichols community plays a role in maintaining a safe and supportive environment by staying informed, reporting concerns, and looking out for one another.

Thank you for your continued partnership in supporting the safety and well-being of the Nichols College community.

Respectfully,

Devin Kindred, M.Ed.
Assistant Dean of Students &
Director of Residence Life and Community Standards

Office of Community Standards | Student Life
Nichols College

Annual Report Introduction

This Annual Security and Fire Safety Report is prepared and distributed by the Office of Community Standards in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act; also, amendments to the Violence Against Women Act. The Clery Act requires educational institutions participating in student financial aid programs under Title IV of the Higher Education Act of 1965 to disclose college crime statistics by October 1st of each year via the Annual Security and Fire Safety Report. This report contains crime, arrest, and referral statistics for calendar years 2023, 2024, and 2025 that occurred on-campus, in on-campus student housing facilities, and on public property within or immediately adjacent to and accessible from campus. Also included in this report are institutional policies and practices intended to promote crime awareness, campus safety, and security. Additionally, this report provides statistics for fires reported in on-campus student housing facilities.

By October 1, 2026, all current students and employees receive email notification providing the link to this report and notification that the current edition of the Annual Security Report has been posted on the Nichols College website. Prospective employees may access this report online or obtain a copy from Human Resources located in Conrad Hall. All individuals including prospective students and parents may access the report online at https://hub.nichols.edu/departments/campus-safety-security-reports/.

Hard copies can be obtained from the Office of Community Standards located in the Student Life Suite on the third floor of the Fels Student Center, by calling 508-213-2009, by emailing Community.Standards@nichols.edu, or at the Public Safety Office located in the lower level of Auditorium Building.

Preparation and Sources for this Report

The preparation of crime statistics on an annual basis involves collaborative data sharing between the Office of Community Standards, the Nichols College Department of Public Safety, and the Dudley Police Department. Campus crime, fire, arrest, and referral statistics include reports made directly to the Department of Public Safety including those made to designated Campus Security Authorities (CSA) as defined under the Clery Act[1].

The Office of Community Standards obtains annual statistical data from the Dudley Police Department for incidents of crimes that occur on public property within the campus or immediately adjacent to, and accessible from the campus. Further collaboration with the Title IX Coordinator, the Office of Student Involvement, the Office of Residence Life, the Department of Public Safety, and the Office of Community Standards is utilized for updated information on educational programs and prevention in compliance with recent regulations.

[1] *Campus Security Authorities - page 7*

Important On and Off Campus Resources

DEPARTMENT OF PUBLIC SAFETY			
Outside Line	508-213-2298	**On Campus Line**	2298
Office Location	Daniels Auditorium, Lower Level		
DEPARTMENT OF STUDENT LIFE			
Outside Line	508-213-2480	**On Campus Line**	2480
Office Location	Fels Student Center, Suite 301		
OFFICE OF HEALTH & COUNSELING SERVICES			
Outside Line	508-213-2238	**On Campus Line**	2238
Office Location	South Hall		
OFFICE OF COMMUNITY STANDARDS			
Outside Line	508-213-2009	**On Campus Line**	2009
Office Location	Fels Student Center, Suite 301		
OFFICE OF RESIDENCE LIFE			
Outside Line	508-213-2092	**On Campus Line**	2092
Office Location	Fels Student Center, Suite 301		
DEPARTMENT OF STUDENT LIFE			
Outside Line	508-213-2480	**On Campus Line**	2480
Office Location	Fels Student Center, Suite 301		
TITLE IX COORDINATOR			
Outside Line	508-213-2104	**On Campus Line**	2104
Office Location	Fels Student Center, Suite 301		
LOCAL LAW ENFORCEMENT - DUDLEY POLICE DEPARTMENT			
Outside Line	508-949-8019	**Outside Line**	508-943-4411
Office Location	71 W Main St, Dudley, MA 01571		

Crime Reporting

Nichols College is committed to providing crime reporting options and resources for all Campus Community members and visitors. Crime victims are strongly encouraged to report crimes, however, Nichols College recognizes that a crime victim has the right to choose whether or not to report a crime. Below are some available crime reporting options.

Contacting the Department of Public Safety

Students, faculty, staff, and visitors are encouraged to accurately and promptly report all crime and other emergencies or suspicious activity concerns to the Department of Public Safety.

Contacting the Department of Public Safety can be accomplished using the following methods:

Dial **2298** (on-campus lines)	Campus extension phones are situated at various locations at the main entrances to the residence halls. All Administrative Offices can reach Public Safety by dialing **2298**
Dial **508-213-2298**	Dial from any cell phone or off-campus line
Blue Phones	Emergency call phones provide immediate and direct access to a Public Safety Officer and are strategically placed at various locations on the Campus grounds
Dial **508-213-2436**	Dial from any cell phone or off-campus line to reach the private help line. Leave a message to receive a prompt call back for assistance.
Visit the Office of Public Safety	Located in Daniels Auditorium, lower level around the outside left of the building.
Email directly to publicsafety@nichols.edu	Email non-emergency information directly to the Department of Public Safety.

To reach the Dudley Police Department, call 508-943-4411 or dial 911.

Anonymous Reporting

To report a crime anonymously Nichols College allows anyone to leave specific information about an incident while ensuring their privacy. No personal identification information is required. Cases reported anonymously are evaluated for inclusion in the annual crime statistics.

Community members can submit an anonymous report through the following means:

Department of Public Safety	508-213-2298 Email: publicsafety@nichols.edu
Office of Community Standards	508-213-2009 Email: community.standards@nichols.edu
Incident Reporting Form	To submit a non-emergency online incident reporting form – click here! https://hub.nichols.edu/departments/community-standards/

Confidential Reporting

Victims of a crime, who may not want to pursue action within the college system or the criminal justice system, are encouraged to consider making a confidential report. The Dean of Students can file a report on the details of an incident without revealing a victim's identity. A confidential report is utilized to comply with a request for confidentiality, while taking steps to ensure the safety of the Campus Community. This information is used by the College to keep an accurate record of the number of incidents involving students, determine if and where there is a pattern of crime, location, method, or perpetrator, and alert the Campus Community to any potential danger. Reports filed in this manner are counted and disclosed in the annual crimes and statistics for the College. These reports may be made to any Campus Security Authority, Dean of Students, Assistant Dean of Student Life, Community Standards, or any Residence Life Staff Member.

Campus Security Authorities

Individuals on campus may also report crimes to a designated Campus Security Authority (CSA). The Clery Act regulations define a Campus Security Authority as:

- A member of a campus police department or a campus security department of an institution.
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g., an individual who is responsible for monitoring the entrance into institutional property).
- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student

discipline and campus judicial proceedings. An 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.

In addition to input from Public Safety personnel, certain faculty and staff positions are designated as Campus Security Authorities (CSA) for the purpose of providing information for this report.

The individuals filling the following positions have been designated as Campus Security Authorities:

- All Employees in Public Safety
- All Employees in Residence Life & Community Standards
    - Including Resident Assistants
- All Employees in Student Life
    - Including Extra-Curricular Club Advisors; Intramural Team Coaches
- All Employees in Athletics
    - Including Athletic Team Coaches; Athletic Team Assistant Coaches
- Title IX Coordinator; Deputy Title IX Coordinators
- Vice Presidents and Department Heads

All CSAs should encourage any person who reports a crime or other incident involving campus security to notify the Nichols College Department of Public Safety immediately. Any CSA who receives a report of an incident involving crime or campus security except for violations listed in the Nichols College Title IX Policy and/or the Nichols College Sexual Misconduct Policy **must** contact the Department of Public Safety immediately and inform the department of the incident consistent with the confidentiality considerations discussed below. The Department of Public Safety is responsible for the review and collection of crime reports provided by CSAs and are included in the yearly statistics. Reports of violations of the Nichols College Title IX Policy and/or Nichols College Sexual Misconduct Policy **must** be directed to the Title IX Coordinator. The Title IX Coordinator is responsible for reviewing the information provided by CSAs for inclusion in the yearly statistics.

As a result of the negotiated rulemaking process which followed the signing into law, the 1998 amendments of 20 U.S.C. Section 1092 (f), clarification was given to those considered to be campus security authorities. Campus professional and pastoral counselors, when acting as such, are not considered campus security authorities. As a matter of policy they are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics[2].

The two are defined below:

1. Pastoral Counselor: An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.
2. Professional Counselor: An employee of an institution, whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of their license or certification.

Confidentiality Considerations

A CSA is not required to disclose to the Department of Public Safety confidential information concerning an incident, such as information that would identify a victim of a crime who wishes their identity to remain confidential. However, CSAs are required to inform the Department of Public Safety of the existence of all known incidents, including confidential incidents. These incidents will be recorded as statistics by the department and, where appropriate, included in the College's Annual Security Report. In cases of violations of the Nichols College Title IX Policy and/or Sexual Misconduct Policy, Public Safety will be notified by the Title IX Coordinator.

If a reporting party does not consent to the disclosure of their identity to the Department of Public Safety, CSAs are expected to inform the department of the reporting party's wish for confidentiality and to report the incident to the Nichols College Department of Public Safety for statistical purpose only. CSAs must report an incident to the department without disclosing identifying information concerning the reporting party unless the reporting party consents to disclosure of their identity.

The College urges all community members to report any criminal incident to the Department of Public Safety. In the event an individual chooses not to report a crime, the College urges the person to at least disclose the occurrence of the incident to a Campus Security Authority so it may be counted, as appropriate, in the College's annual Clery Report.

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[2] *See Sources for this report page 3*

Daily Crime Logs

The Jean Clery Act requires that the Department of Public Safety produce a daily crime log that is available to the public. The purpose of this log is to provide information of criminal and alleged criminal incidents occurring on campus which may be relevant to the safety of all Nichols College Community members. It summarizes each reported criminal incident, and includes, when available, the nature of the crime reported, the date and time the crime occurred, the location of the crime, and the disposition of the complaint, if known. The Office of Community Standards provides the Department of Public Safety with pertinent information that is reported by Residence Life and other Campus Departments to be included in the Daily Crime Log.

The Department of Public Safety notifies all members of the Nichols College Community of the purpose of the Daily Crime Log, information that is included, and how to view the log. The Daily Crime Log archives are maintained at the Public Safety Office and are open to inspections free of charge during normal business hours Monday thru Friday between 8:00AM and 4:00PM. The Public Safety Office is located in the Lower Level in Daniels Auditorium. The crime log for the most recent 60-day period is available for immediate public inspection during normal business hours. Portions of the crime log older than 60 days will be made available within two business days of a request.

Law Enforcement and Security Units

The Department of Public Safety

The Department of Public Safety consists of Public Safety Officers, supervised by the Director of Public Safety. The mission of the Nichols College Department of Public Safety is to enhance the quality of life for the entire Nichols College Community by maintaining a secure and open environment where the safety of all is balanced with the rights of the individual. The Department of Public Safety strives to accomplish this mission while adhering to its core values of Integrity, Professionalism and Service. The success of this mission depends upon an effective working relationship among Campus Safety Personnel and the diverse elements of the Nichols College Community, including students, staff, faculty and visitors. Preserving the safety and security of Nichols College is the combined responsibility of the entire College Community.

Actions/Responsibilities

The Department of Public Safety is located in the Lower Level of Daniels Auditorium. Public Safety Officers are on duty 24 hours a day, 365 days a year. Official Business hours of the Department are Monday-Friday 8:00am-4:00pm. Public Safety Officers respond to complaints of disturbances, crimes, suspicious persons, motor vehicle related violations/issues, lock-outs, and to any emergency or request for assistance. Officers patrol all buildings during all hours of operation, as well as during non- operational periods. All officers are equipped with two-way radio communications to stay in constant contact with the Public Safety Dispatch and the Dudley Public Safety Dispatch Center. Officers note security related problems such as broken windows and malfunctioning lights and locks. Nichols College Public Safety Officers have the authority to ask persons for identification and to determine whether individuals have lawful business at the

College. Public Safety Officers do not possess arrest powers. However, they do have the authority to address student behavior in relation to Local, State, and Federal Laws and in terms of the Student Code of Conduct. Criminal incidents are referred to the Dudley Police Department who have jurisdiction on the Campus. The Nichols College Department of Public Safety maintains a highly professional working relationship with the Dudley Police Department. All crime victims and witnesses are strongly urged to immediately report any crime to Public Safety and/or the Dudley Police Department. Prompt reporting will assure timely warning notices on campus and timely disclosure of crime statistics. In order to report a crime or other emergency, public safety personnel can be reached at any time via campus telephone at extension 2298 or from any phone at (508) 213-2298. The Department of Public Safety management and uniformed services are available for assistance in any way possible and provide the campus with the protection of life and property in the performance of their duties.

Public Safety Training

Nichols Public Safety Officers receive updated training on all aspects pertaining to their jobs. All staff members are trained in emergence medical response procedures. All officers are CPR/AED certified. Some members are Emergency Medical Technicians. Officers are trained to mitigate situations and to foster an environment which is conducive for achieving one's educational goals through mutual respect. Public Safety personnel undergo in-service training during semester breaks that cover topics including but not limited to suicide prevention, dealing with persons in crisis, fire prevention/suppression and evacuation, domestic abuse, dating violence, stalking, date rape, alcohol, and drugs.

Dudley Police Department

Nichols College falls under the jurisdiction of the Dudley Police Department. The Nichols Department of Public Safety maintains an excellent working relationship with the Dudley Police Department. Public Safety efforts will be supported by a "Community Policing" effort and work in conjunction with the Dudley Police whenever necessary. Students may contact either or both departments if they wish to report a crime. Public Safety will notify the Dudley Police Department if there is an immediate need for back-up or other assistance. In most criminal matters, the Dudley Police Department shall become the lead investigating agency and shall make the determination if any or what type of assistance shall be needed." The Dudley Police Department can be contacted by dialing 911 from a campus telephone.

Individuals wishing to contact the Dudley Police may dial 911 from any cellular telephone. The call will go to the Massachusetts State Police communications center and will be transferred to the Dudley Police Department. Nichols Public Safety will be notified of the call and also respond to the location to which the call was made.

Non-Campus Crimes

Students are expected to conduct themselves in accordance with local, state and federal laws both on and off campus. Nichols College reserves the right to take Student Conduct action against individuals/groups for off-campus misconduct. When a Nichols College student is involved in an off- campus offense, the Department of Public Safety may assist with the investigation in cooperation with local, state, or federal law enforcement. The Dudley Police routinely work and communicate with Public Safety on any serious incidents occurring in the immediate areas surrounding campus. Nichols College does not operate any off-campus housing or off-campus student organization facilities.

Campus Alerts, Timely Warnings and Emergency Notification

Emergency Notification

Emergency Notification is sent to the Nichols College Campus Community once the Dean of Students or his/her designee or the Director of Public Safety or his/her designee confirms that a significant emergency or a dangerous situation involving an immediate threat to the health or safety of any members of the Nichols Community is occurring on campus. Nichols College utilizes an emergency communication service known as RAVE. The value of RAVE can be realized only if Nichols community members identify means of contact. The Dean of Students sends an email to the Community instructing how to provide information for emergency notifications. An announced test of the system is conducted at the beginning of each year.

The Dean of Students, or designee will without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system. Discretion is used to determine if the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency notification process involves the receipt of information, the verification of this information, and the evaluation of the information.

Emergency notifications shall be made via the following means:

Telephone/cellular telephone calls	From a numbered account or from “Nichols Switchboard”
Text Messages	From a numbered account or from “Nichols Switchboard”
Campus Emergency Blue Light Telephones	Equipped with audio for siren and message
Email	Will originate from account called Nichols Alert
Written notification	Posted in each campus building

The following individuals/departments, in collaboration with the Dean of Students or designee, will routinely be involved in the confirmation of a significant emergency or dangerous situation and assist in making the determinations/content for the notification message content:

- Director of Public Safety/Department of Public Safety
- Director of Facilities/Department of Facilities Management
- Director of Residence Life/Department of Residence Life
- Local Law Enforcement

The following have the authority to issue or authorize an Emergency Notification:

- Department of Public Safety
    - *Investigation and primary contact initiation to the Message Activator*
- Dean of Students
    - *Message Activator*
- Director of Public Safety
    - *Message Activator*
- Information Technology Specialist
    - *Message Activator*

Each message will contain if available:

- A description of the event or situation
- Sufficient information for the recipient to understand the nature of the threat Where possible, instructions, to avoid the affected area or the effects of the hazard

RAVE and the Nichols Alert will be used only in cases of emergency

Timely Warnings

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Nichols College will issue Timely Warnings to the Campus Community. Timely Warnings are issued for crimes that have already occurred but represent serious or ongoing incident/crime/threat that occurs on campus or public property adjacent to the campus. The purpose of this warning is to aid in the prevention of similar crimes by alerting the community. A Timely Warning shall provide information on what actions can be taken to make informed decisions about personal safety. Timely Warnings are disseminated as emails to all students, faculty, and staff and under certain conditions may be delivered via the RAVE Notification System. The issuance of a Timely Warning will occur as soon as the pertinent information is available. Timely Warnings will withhold the names and personally identifying information for victims.

The decision to issue a Timely Warning is made by the Dean of Students on a case-by-case basis in compliance with the Clery Act. Timely Warning announcements will be

issued when there appears to be an ongoing or potential threat to the safety and security of the College Community for the following incidents including, but not limited to:

- Aggravated Assault Arson
- Burglary
- Negligent manslaughter Motor Vehicle Theft
- Murder/non-negligent manslaughter Sex Offenses
- Robbery
- Relationship Violence
- Other crimes as determined necessary

Any campus security authority (CSA) who receives information regarding one of the above Clery Act Crimes must immediately report the information to the Department of Public Safety.

Campus Aware

In serious, but non-immediate situations an email will be sent from the Dean of Students to the Nichols College email account as a means of mass notification to the campus community. This email will contain instructions and information designed to keep our campus informed. Notices from the Dean of Students' email account would not typically require an immediate reaction by individuals on our campus. Campus Aware messages will be information related, may be building specific or inform the campus of a hazard, notice of a critical change in protocol, and will also include "Timely Warnings" in which we notify the community of incidents related to sexual violence or safety concerns on campus.

Safety Bulletins

The Department of Public Safety provides the Nichols College Community with information regarding issues of personal and property safety. Safety Bulletins may include scam information, snow removal information, changes to parking due to events, safe Spring Break tips, personal/property safety tips during the holiday seasons, securing vehicles, and preparing for a safe winter break. These bulletins occur several times throughout the year.

Sex Offender Information

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act requires institutions of higher education to issue a statement advising the campus community where to obtain law enforcement agency information provided by a state concerning registered sex offenders. This information may be obtained on-line at www.dudleypolice.com then click on Public Information then click on Level 3 sex offenders or in person at the Nichols College Department of Public Safety Monday thru Friday between the hours of 8:00am and 4:00pm.

The Nichols College Department of Public Safety issues the following information to the Nichols College Campus Community in August and January of each year.

The Nichols College Department of Public Safety wishes to advise all members of the Nichols College Community that the Jeanne Clery Act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by the Commonwealth of Massachusetts concerning sex offenders may be obtained. This information may be obtained at the following locations:

Information regarding Level 2 and Level3 Sex Offenders may be obtained:

- In person at the Nichols College Department of Public Safety, Monday thru Friday between the hours of 8:00 AM and 4:00 PM
- Online at www.mass.gov/sorb then click on Search for Sex Offenders Here then go to Level 2 and Level 3 Sex Offenders Search Form then in the box for City Name enter Dudley then click submit
- In person at the Dudley Police Department

Emergency Response and Evacuation

In the event that a building must be evacuated for the protection and safety of members of the community, students and employees are asked to move quickly from the premises to a location specified by Public Safety. No one will be permitted to return to their office/classroom until Public Safety determines the emergency is resolved.

Confirming a significant emergency or dangerous situation

First responders and essential personnel are responsible for initiating emergency warnings. Those responsible include, but are not limited to:

- Director of Public Safety or designee
- Public Safety Officer on duty
- Dean of Students or designee
- Residence Life Staff on call
- Director of Facilities Management or designee

These individuals work in close collaboration with agencies and departments both on and off campus to gather and assess information related to events that may pose an immediate threat or hazard to the College Community. Each situation will be investigated to determine if the incident poses an immediate threat to the College Community.

The campus will be notified if there is a significant emergency, or dangerous situation that would result in an immediate threat to the health and safety of the students or staff. A message will be sent out regarding immediate emergency evacuation response and evacuation procedures with the use of electronic and cellular communication when deemed necessary. The RAVE (cellular communication) program will be tested on an annual basis. Testing occurred on September 8, 2026.

Evacuation of a building does not mean employees are permitted to leave work for the remainder of the day or that class is canceled. If it appears the evacuation will be for an extended period of time, the

Director of Facilities will inform the faculty of other available classroom space and the Director of Human Resources or designee will coordinate administrative personnel to a temporary office location. If the situation takes place in a classroom building during evening hours; the Public Safety staff will work with the faculty to find suitable locations for classes.

If a residence hall needs to be evacuated for any period of time, the Dean of Students or designee will make decisions about re-locating students. If a situation arises that calls for evacuation of all buildings, College personnel and students would be notified on a common meeting location. Locations may include Vendetti, Multipurpose Field or Shephard Hill Regional High School.

If the entire campus must be evacuated instructions will be given to all members of the Nichols Community following emergency notification procedures. The Dudley Police and Fire Department shall be contacted by Public safety and requested to assist in the direction of personnel to a safe area.

Campus Emergency Evacuation procedures are tested annually and organized through the Department of Public Safety. This test is announced to the Campus Community prior to the evacuation drill.

Emergency Preparedness

The Nichols College Crisis Management Plan (CMP) is a document that provides “How To” information to help the Campus Community respond to emergencies. The goal of this plan is to utilize all available resources to prepare for potential emergencies or disasters and deal efficiently with the effects of the events, respond to save lives, and protect property, and promote a means to recover mission-critical business and academic operations.

Nichols College, Dudley Police Department, and Dudley Fire Department embrace the National Incident Management System and will use command principles while responding to major incidents. Once credible information is made available to Nichols College administration of an actual or pending emergency, the Nichols College Crisis Management Plan shall be implemented.

Campus Security and Prevention

Access to Facilities

Nichols College Issued ID Cards

Every Nichols College student, faculty, and staff are issued identification cards containing a photo of the individual. Individuals are expected to carry their ID card with them at all times and produce upon request. IDs are programmed for Resident Students to be able to access their assigned Residence Hall. Card access is building specific. In the event that an ID card is lost/stolen, individuals should report this immediately to Public Safety or the Department of Student Life. The access to a particular card can be removed as soon as trained and authorized personnel become aware by a remote computer program.

Academic and Administrative Buildings

All buildings are secured each night and are open during normal business hours. Building hours may vary. Public Safety regularly patrols and checks all Campus Buildings. Multiple buildings/areas are also equipped with card access which is granted based on the student's or employee's role at the College.

Residence Halls

For the safety and security of all individuals living in the residence halls, all halls are locked 24 hours a day by a computer-controlled card-entry system. Access is granted by the personal identification card that is programmed to only open the building the student is assigned to. Residents are strongly encouraged to keep their doors locked at all times. If exterior doors are propped open, an alarm will sound at the door and at the Public Safety Office. An Officer or staff member will respond to the scene to secure the door. Residence Life Staff in addition to Public Safety perform rounds and safety checks of Residence Halls.

Security and Prevention

Blue Light Emergency Phones

Blue light emergency phones are placed at 21 locations throughout the campus grounds to use in the event of an emergency. These phones provide a direct line of communication to Public Safety. These lights are equipped with siren and audio to provide means for Campus Wide emergency notification messages.

Video Camera System

The Department of Public Safety manages a campus-wide video surveillance system. Currently, the system is comprised of over 150 cameras, to include fixed position cameras located both indoors and out. All of the video footage is recorded and archived for a determined period of time, providing an investigative resource when incidents of crime are reported. Consideration is given to the

reasonable expectation of privacy at every location where a camera is installed. Cameras are generally installed in main pedestrian throughways, building egresses, parking lots and facilities, and public roadways and sidewalks; in short, cameras are only installed at locations where one's expectation of privacy is generally limited.

Public Safety Escort/Transport Service

Nichols College students may call Public Safety at any time and request a ride from one location on campus to any other location on campus. A uniformed member of the Public Safety Department will respond in a marked vehicle and transport the student to the desired on-campus location. This service is available 24 hours a day.

NC Shuttle Service

The Department of Student Life offers a free shuttle service to local area locations to provide a safe ride for students. This shuttle runs on multiple days throughout a month. Destinations include, but are not limited to, Walmart, Blackstone Valley Shoppes, Market Basket, Worcester, Boston, Providence, and other select locations.

Campus Lighting and Landscaping

Outdoor lighting is maintained and surveyed by the Department of Facilities Management on a constant basis and repairs are made in a timely manner. Landscaping is also maintained by Facilities Management. Trees and shrubbery are regularly trimmed so that exterior lighting is not impeded and walks and entrances are kept clear. Landscaping is maintained to minimize security risks with specific detail to impacting campus buildings. A proactive safety audit is conducted after dark for an assessment on needed improvements for lighting on campus.

Firearms and Weapons

Dangerous Weapons, Fireworks, and Explosives Weapons, firearms, fireworks and explosives or any item that could threaten the potential safety of the Nichols College community are strictly prohibited on campus. Weapons prohibited on campus include but are not limited to firearms, ammunition, knives over 8 inches in length, BB, air-soft or pellet guns, bows, arrows, slingshots, paintball guns, machetes, pepper spray (mace), nun chucks, throwing stars, or taser/stun guns of any voltage. Toy weapons, including NERF, and those that look like real weapons are similarly prohibited.

Missing Person Policy

In compliance with the Higher Education Act of 2008, Nichols College has implemented the following policy and procedures for reporting, investigation, and making emergency notifications regarding any resident student who is reported or believed to be missing.

Registering Information

All students are required to provide the Department of Student Life with the correct and accurate contact information for two individuals who can be contacted in the event of an emergency.

In addition to providing general emergency contact information, students residing in on-campus housing have the option to identify a confidential contact person whom Nichols College will notify if the student is determined to be missing. Students may provide or update this information through the Nichols College Housing Portal. This information will be accessible only to authorized College officials and will not be disclosed except to law enforcement personnel in furtherance of a missing-person investigation.

Reporting a Missing Student

In the event that a member of the college community has reason to believe that a student is missing, the following individuals/departments can be contacted to report:

- Department of Public Safety
- Department of Student Life
- Office of Residence Life & Community Standards
- Area Coordinators
- Resident Assistants
- Other Identified CSAs (mentioned above)

*Any missing student report must be referred immediately to the Department of Public Safety.

Investigation

All reports of a potentially missing student will be referred immediately to the Department of Public Safety. Public Safety will begin an investigation promptly upon receiving the report and will notify Residence Life if that office is not already aware of the situation. There is no requirement to wait 24 hours before reporting a student missing or beginning an investigation.

Notification to Missing Person Contact

If Public Safety determines that a student residing in on-campus housing is missing, Nichols College will notify the student's designated confidential missing-person contact within 24 hours of that determination.

If the missing student is under 18 years of age and is not emancipated, Nichols College will also notify the student's custodial parent or legal guardian within 24 hours of determining that the student is missing.

The student's designated confidential contact information will be accessible only to authorized College officials and will not be disclosed except to law enforcement personnel in furtherance of a missing-person investigation.

Notification of Law Enforcement

Nichols College will notify the law enforcement agency with jurisdiction within 24 hours of determining that the student is missing, regardless of whether the student has designated a confidential contact, unless that law enforcement agency made the initial determination that the student is missing.

Crime Prevention and Security Awareness Programs

Security awareness and crime prevention programs encourage students and employees to be aware of their responsibility for their own security and the security of others. The Department of Public Safety and Student Life in collaboration with other organizations and departments, is responsible for presenting security awareness and crime prevention programs to the Campus Community on an ongoing basis. Nichols College offers a number of educational programs throughout the academic year.

Active shooter/Lockdown/Shelter in Place Training

The Department of Public Safety provides this informative program to all incoming freshmen at Orientation to educate response and tactics for an active shooter situation.

Public Safety Officer Training

The Department of Public Safety participates in the following training courses for all of their officers: Incident Command Training, Massachusetts Crowd Control Training, FEMA IS-907: Active Shoot Training, and CPR Training.

IT Tracking

The Department of Public Safety in collaboration with the Department of Information Technology can track registered electronic devices that are either lost/stolen. Students report missing devices directly to Public Safety.

Operation Identification

The Department of Public Safety encourages all students to record the serial numbers of the electronic devices and keep them in a safe place. To assist with theft prevention, Public Safety offers the use of an engraving tool for students to mark their personal belongings and electronics. Students can visit the Public Safety office for assistance.

Faculty, Staff, and Student Trainings

Nichols College is committed to providing training and training opportunities to individuals who will have a significant role in campus safety, Title IX investigations, and Residence Life.

Title IX Team and Investigator Training

Nichols College staff identified as Title IX Team Members undergo training through Grand River Solutions. Investigators were specifically trained on proper investigation protocols for Title IX complaints and Investigative Report Writing. Elements of the training includes but is not limited to, definitions, discrimination, consent, confidentiality, and conducting investigations into Title IX Complaints. Training occurs on a yearly basis.

Administrator On Call & Senior On Call Training

Live-in Student Life staff, including, but not limited to Area Coordinators, Coordinators, and Directors, receive training in crisis management, emergency response, management of Residence Halls, student conduct, policy enforcement, and protocols. These individuals are professional staff members and serve as Administrators On Call and Senior On Call members for the campus community. These On Call staff members are trained to recognize signs of abusive behavior, prevention, and awareness.

Resident Assistant On Duty Training

All Resident Assistants undergo extensive 7-day training in preparation for job responsibilities. RAs are taught the meaning of being a Campus Security Authority and are presented information on recognizing signs of sexual assault, domestic violence, dating violence, and stalking. Resident Assistants are expected to utilize this information during the entire academic year. Specific areas of focus are:

- Title IX/Sexual Misconduct
- Sexual Assault Prevention and Awareness Emergency Response
- Mental Health and Suicide Awareness Bystander Intervention
- Conflict Mediation

Public Safety Training

Public Safety Officers receive updated training on all aspects pertaining to their jobs. All staff members are trained in emergence medical response procedures. All officers are CPR/AED certified. Some members are Emergency Medical Technicians. Officers are trained to mitigate situations and to foster an environment which is conducive for achieving one's educational goals through mutual respect. Public Safety personnel undergo in-service training during semester breaks that cover topics such as suicide prevention, dealing with persons in crisis, fire prevention/suppression and evacuation, domestic abuse, dating violence, stalking, date rape, alcohol, and drugs.

CARE Team Training

Nichols College CARE (Campus Assessment, Response, and Evaluation) Team members complete specialized training to support student well-being and crisis intervention. CARE Team members attend a two-day Mental Health First Aid training, facilitated through the National Council for Mental Wellbeing. This training equips staff with the skills to identify, understand, and respond to signs of mental health and substance use challenges. Team members are trained to recognize early warning signs, provide initial help, and guide students toward appropriate professional resources. The training emphasizes suicide prevention, de-escalation strategies, and creating a supportive campus environment.

Active shooter/Lockdown/Shelter in Place Training

The Department of Public Safety provides this informative program to all faculty and staff to review active shooter protocols provided by the Dudley Police Department.

Definitions of Criminal Offenses

Aggravated assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

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

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes the following categories:

- **Forcible Entry**: The use of tools, forcing windows, doors or transoms, cutting screens, walls or roofs, master keys, picks or mechanical contrivance to gain access. This also includes concealment inside.
- **Non-Forcible Entry**: To gain access through unlocked windows, doors etc. This also includes open doors or windows.
- **Attempted Forcible Entry**: Any unsuccessful attempt to gain access to commit a felony or theft.

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 and the existence of such relationship shall be 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.

Domestic Violence: 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.

Drug Law Violations[3]: Referrals for 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 relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Hate Crimes: A criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, gender identity, religion, disability, sexual orientation, ethnicity, national origin, or disability. The following crimes are included in statistical data disclosure under the category of Hate Crime:

Murder/non-negligent manslaughter	Negligent manslaughter	Sex offenses	Robbery
Destruction/Damage/Vandalism of Property*	Intimidation*	Motor Vehicle Theft	Burglary
Larceny-Theft*	Aggravated assault	Arson	Simple Assault*

*Larceny-Theft: The unauthorized taking and removal of the Personal Property of another by an individual who intends to permanently deprive the owner of it; a crime against the right of possession. Larceny generally refers to nonviolent theft.

*Destruction/Damage/Vandalism of Property: To willfully or maliciously destroy, deface, sabotage, and/or injure any public or private property.

*Intimidation: To unlawfully place another individual in reasonable fear of bodily harm through the use of threatening words and/or actions. The use of a weapon or an actual attack is not displayed.

*Simple Assault: An unlawful physical attack upon another person where upon a weapon was not displayed/used and the victim does not suffer from severe or aggravated bodily injury.

[3] *The Commonwealth of Massachusetts decriminalized the recreational use of marijuana. Although referrals for this type of violation are not counted for Clery reporting, the use and/or possession of marijuana is not permitted on the Nichols College Campus.*

Hazing: Any intentional, knowing, or reckless act committed against a person, regardless of that person's willingness to participate, that occurs during initiation into, affiliation with, or the maintenance of membership in a student organization and causes or creates a risk of physical or psychological injury above the reasonable risk encountered in the course of participation in the institution of higher education or the organization.

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

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned – including joy riding.)

Murder/Non-Negligent Manslaughter: The willful (non-negligent) killing of one human being by another. Any death caused by injuries received in a fight, argument, quarrel, assault or commission of a crime. Note: Deaths caused by assaults to murder and attempts to murder, suicides, fetal deaths, traffic fatalities, accidental deaths, and justifiable homicides are excluded.

Negligent Manslaughter: the killing of another person through gross negligence. Gross negligence is the intentional failure to perform a manifest duty in reckless disregard of the consequences as affecting the life or property of another.

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

Sex offenses: defined as any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

- **Rape**: 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, or by a sex-related object. This definition also includes instances in which the victim is incapable of giving consent because of temporary or permanent mental or physical incapacity (including due to the influence of drugs or alcohol) or because of age. Physical resistance is not required on the part of the victim to demonstrate lack of consent
- **Fondling**: The intentional touching of the clothed or unclothed body parts without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation or the forced touching by the victim of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation

- **Incest**: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape**: Sexual intercourse with a person who is under the statutory age of consent.

Stalking: 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 to suffer substantial emotional distress.

Student Organization: Any organization at Nichols College in which two or more members are students enrolled at the College, whether or not the organization is established or recognized by the College.

Weapon Law Violations: Arrests and referral for disciplinary action for 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. This type of offense is not limited to "deadly weapons," but also applies to weapons used in a deadly manner.

Definitions of Clery Geography

On Campus

1. 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
2. Any building or property that is within or reasonably contiguous to the area identified in the above paragraph, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or retail vendor).

Non-Campus

1. Any building or property owned or controlled by a student organization that is officially recognized by the institution.
2. 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.

*Nichols College does not operate any off-campus housing or off-campus student organization facilities

Public Property

1. All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

Campus Crime Statistics

The following statistics are published in accordance with the Clery Act. Nichols College must report and disclose in its annual security report statistics for the **three most recent calendar years** concerning the number of each of the following crimes that occurred on or within its Clery geography and that are reported to local police agencies or to a campus security authority. These statistics are prepared and published by the Office of Residence Life & Community Standards in collaboration with the Department of Public Safety and the Dudley Police Department.

Clarification of Classifying Statistics

The statistics displayed under the Referral Section are indicative of any individual who was documented as being in an incident resulting in a formal record being kept with the Office of Community Standards.

** On-Campus Residence Hall crimes are included in the On-Campus numbers.

Crime Statistics 2023-2025

Calendar Year: January 1st – December 31st

CLERY REPORTABLE CRIMES	Year	CAMPUS		Non- Campus Property	Public Property
		On Campus	On Campus Student Housing Facilities		
Murder/ Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	2025	5	5	0	0
	2024	1	1	0	0
	2023	1	1	0	0
Fondling	2025	2	2	0	0
	2024	0	0	0	0
	2023	2	1	0	0
Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	1	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	1	1	0	0
	2024	3	2	0	0
	2023	0	0	0	4
Burglary	2025	0	0	0	0
	2024	0	0	0	0
	2023	2	1	0	0

Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Hazing	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

VIOLENCE AGAINST WOMEN ACT (VAWA) VIOLATIONS	Year	CAMPUS		Non- Campus Property	Public Property
		On Campus	On Campus Student Housing Facilities		
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	1	0	0	1
Stalking	2025	1	1	0	0
	2024	0	0	0	0
	2023	0	0	0	0

VIOLATIONS LEADING TO ARRESTS	Year	CAMPUS		Non- Campus Property	Public Property
		On Campus	On Campus Student Housing Facilities		
Liquor Law Violations	2025	0	0	0	0
	2024	0	0	0	1
	2023	0	0	0	0
Drug Law Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law Violations	2025	0	0	0	0

	2024	0	0	0	0
	2023	0	0	0	0

VIOLATIONS LEADING TO DISCIPLINARY REFERRALS	Year	CAMPUS		Non- Campus Property	Public Property
		On Campus	On Campus Student Housing Facilities		
Liquor Law Violations	2025	0	0	0	0
	2024	50	50	0	13
	2023	48	48	0	0
Drug Law Violations	2025	4	4	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

HATE CRIMES	Year	CAMPUS		Non- Campus Property	Public Property
		On Campus	On Campus Student Housing Facilities		
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Sex Offenses	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	2025	0	0	0	0
	2024	0	0	0	0

	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Larceny-Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Simple Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Intimidation	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Destruction/ Damage/ Vandalism of Property	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Alcohol and Drug Policies

Nichols College is committed to the safety and success of all members of its community. The Office of Community Standards in collaboration with the Office of Residence Life works to foster a living and learning community conducive to student success. Nichols College maintains an alcohol policy and drug policy consistent with the Commonwealth of Massachusetts General Laws. Nichols College prohibits the unlawful or unauthorized manufacture, distribution, dispensation, possession, use, or sale of alcoholic beverages, controlled substances, and illegal drugs on campus. The impairment by alcohol or drugs of any student while participating in an academic function, or as an employee when reporting for work or engaging in work – during normal work hours or other times when required to be at work – is also prohibited. Nichols College students are required to abide by all federal and state laws, local ordinances, State Board of Higher Education policies, and other related requirements regarding the consumption or possession of alcoholic beverages, controlled substances, and illegal drugs. Above all, The College strives to maintain a drug-free campus where the physical and mental health of the student enables growth and development. For the complete Nichols College Alcohol and Drug Policy, please see https://hub.nichols.edu/departments/community-standards/.

Hazing Policy & Reporting

Nichols College prohibits hazing by individuals and student organizations. Hazing may constitute a violation of College policy, Massachusetts law, and federal law.

Reporting Hazing: Students, employees, and members of the community may report suspected hazing to this reporting form. Reports may also be made by contacting the Office of Community Standards at community.standards@nichols.edu, 508-213-2009, or, in-person at Student Life – Fels Student Center 301

Institutional Response: Reports of suspected hazing are reviewed and investigated in accordance with the College's community standards process. The Dean of Students or their designee will review each report and determine the appropriate next steps, which may include an investigation under the applicable community standards procedures. Individuals and student organizations found responsible for hazing may be subject to sanctions under College policy.

Massachusetts Hazing Law: Massachusetts General Laws Chapter 269, §§17–19 prohibits hazing in connection with initiation into a student organization, regardless of whether it occurs on public or private property. Consent is not a defense. A person who knows that another person is the victim of hazing and is present at the scene must report the incident to law enforcement as soon as reasonably practicable when they can do so without placing themselves or others in danger. Massachusetts law also requires

colleges to distribute the law to students and student organizations and requires organizations to acknowledge annually that their members have received and agree to comply with it.

Massachusetts General Laws Chapter 269 §§17–19

Campus Hazing Transparency Report

In accordance with the Stop Campus Hazing Act, Nichols College maintains a Campus Hazing Transparency Report identifying student organizations found responsible for violations involving hazing. The report includes information required by federal law, including the name of the organization, a general description of the violation, relevant dates, and sanctions imposed.

The current Campus Hazing Transparency Report is available at: https://hub.nichols.edu/departments/campus-safety-security-reports/hazing/

Title IX and Sexual Misconduct Policy

Nichols College is committed to providing a safe and respectful community free from sex and gender-based discrimination. In line with federal and state laws, including Title IX of the Education Amendments of 1972 and Title VII of the Civil Rights Act of 1964, the College strictly prohibits sexual misconduct. This includes sexual assault, dating violence, domestic violence, sexual harassment, sexual exploitation, coercion, intimidation, stalking, and retaliation.

These policies apply to all members of the Nichols community, students, faculty, staff, applicants for admission or employment, contractors, and visitors. The complete policies are available at: www.nichols.edu/title-ix

Emergency/Immediate Reporting

- Call 911 for emergencies, immediate danger, or medical assistance.
- Nichols Public Safety (508-213-2298) is available 24/7 and can help secure safety, arrange medical transport, and connect you to local law enforcement.
- Nichols works closely with the Dudley Police Department, and Public Safety can assist with filing a police report if desired.

Contacting Public Safety does not require you to pursue a criminal complaint. They can provide support, connect you with resources, and help you make informed decisions.

Medical Care and Evidence Preservation

If you have experienced sexual assault or related violence, seeking timely medical care is strongly encouraged. Medical providers can:

- Treat injuries and provide testing for sexually transmitted infections (STIs) or pregnancy.

- Collect and preserve evidence in case you wish to pursue legal action.

Massachusetts law requires providers to report sexual assault for statistical purposes, but your name and personal details are not included. Choosing medical care preserves your options without committing you to any course of action.

Non-Emergency Reporting and Support

- Reports of sexual misconduct can be made directly to the Title IX Coordinator or any member of the Title IX team.
- You may also report to Campus Security Authorities (CSAs) or trusted College employees (Resident Assistants, Area Coordinators, advisors, coaches). These employees are required to share reports with the Title IX Coordinator so the College can respond appropriately.
- Confidential support is available through Health Services, the Counseling Center, or off-campus partners like Pathways for Change (800-870-5905).

Nichols encourages direct reporting to the Title IX Coordinator to ensure prompt support and a fair process. Contact information for the Title IX Coordinator and team members is available in the full policy at www.nichols.edu/title-ix

Nichols College Title IX Policy

This is a brief overview of the Title IX Policy – review the complete Title IX policy at www.nichols.edu/title-ix.

PURPOSE AND SCOPE

Nichols College is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities, that are free from sexual harassment and retaliation. To ensure compliance with federal and state civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational program or activity, Nichols has developed internal policies and procedures that provide a prompt, fair, and impartial process for those involved in an allegation sexual harassment or retaliation. This Title IX Sexual Harassment Policy is based on regulations promulgated by the U.S. Department of Education under Title IX of the Education Amendments Act of 1972, and the 2020 Final Federal Regulations.

In order to address incidents of sexual misconduct that do not fall within the definition of this Title IX Sexual Harassment Policy, the College has two policies that address sexual misconduct: (1) this policy and (2) the Nichols College Sexual Misconduct policy. If the allegations forming the basis of a Formal Complaint (defined below), if substantiated, would constitute prohibited conduct under both policies, then the Grievance Process set forth in this Nichols College Title IX Sexual Harassment Policy will be applied in the investigation and adjudication of all of the allegations.

The Nichols Sexual Misconduct policy applies only to certain conduct, as defined under that policy. Specifically, the Nichols College Sexual Misconduct policy applies to forms

of sexual misconduct that do not fall under the scope of the Nichols College Title IX Sexual Harassment policy, including Sexual Exploitation, Improper Conduct related to Sex, and College Sexual Harassment (not falling under Title IX). The Nichols College Sexual Misconduct policy also applies to certain contact that would otherwise be prohibited under the Title IX Sexual Harassment policy (e.g., Sexual Assault, Domestic Violence, Dating Violence, and Stalking under the Title IX Sexual Harassment policy), but which must be dismissed under the Title IX Sexual Harassment policy because they do not meet the jurisdictional requirements (described further).

The College will respond to reports or Formal Complaints of conduct prohibited under this policy with measures designed to stop the prohibited conduct, prevent its recurrence, and remediate any adverse effects of such conduct on campus or in Nichols-related programs or activities.

The College will not deprive an individual of rights guaranteed under federal and state law (or federal and state anti-discrimination provisions; or federal and state law prohibiting discrimination on the basis of sex) when responding to any claim of Title IX Sexual Harassment.

Prohibited Conduct

This policy addresses Title IX Sexual Harassment, which encompasses all of the prohibited conduct described below that occurs on the basis of sex and meets all of the following requirements:

- Occurs within the United States; and
- Occurs within the College 's education program or activity, meaning a) locations, events, or circumstances over which the College exercises substantial control over both the respondent and the context in which the Title IX Sexual Harassment occurs, and b) any building owned or controlled by a student organization that is officially recognized by the College; and
- At the time of filing a formal complaint, a complainant is participating in or attempting to participate in the education program or activity at the College.

Allegations of sexual misconduct that do not fall under this policy because they do not constitute prohibited conduct as defined in this section may constitute violations of the Nichols College Sexual Misconduct Policy.

In determining whether alleged conduct could violate this policy, the Title IX Coordinator will consider the totality of the facts and circumstances involved in the incident, including the nature of the alleged conduct and the context in which it occurred. Any of the prohibited conduct defined in this policy can be committed by individuals of any gender, and it can occur between individuals of the same gender or different genders. It can occur between strangers or acquaintances, as well as people involved in intimate or sexual relationships.

The prohibited behaviors listed below are serious offenses. Prohibited conduct involving force, duress, or inducement of incapacitation, or where the perpetrator has deliberately taken advantage of another individual's state of incapacitation, will be deemed

especially egregious and may result in expulsion or termination of employment. The respondent's consumption of alcohol or the use of illegal substances does not constitute a mitigating circumstance when it contributes to a violation under this policy.

Title IX – Sexual Harassment means conduct on the basis of sex that satisfies one or more of the following:

- An employee of the College conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct (also called "Quid Pro Quo Sexual Harassment"); or
- Unwelcome sexual conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies an individual equal access to the College 's education program or activity (also called "Hostile Environment Sexual Harassment"); or
- Sexual Assault, Dating Violence, Domestic Violence or Stalking as defined below.
- Sexual Assault: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. Sexual assault can occur between individuals of the same or different sexes and/or genders. This includes the following:
    - Rape: 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, or by a sex-related object. This definition also includes instances in which the victim is incapable of giving consent because of temporary or permanent mental or physical incapacity (including due to the influence of drugs or alcohol) or because of age. Physical resistance is not required on the part of the victim to demonstrate lack of consent;
    - Criminal Sexual Contact: The intentional touching of the clothed or unclothed body parts without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation or the forced touching by the victim of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation;
    - Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; or
    - Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.
- Domestic Violence: A felony or misdemeanor crime of violence committed: (a) by a current or former spouse or intimate partner of the victim; (b) by an individual with whom the victim shares a child in common; (c) by an individual who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (d) by an individual similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the felony or misdemeanor crime of violence occurred; (e) by any other individual against an adult or youth victim who is

protected from that individual's acts under the domestic or family violence laws of the jurisdiction in which the felony or misdemeanor crime of violence occurred. For purposes of this policy, an intimate partner is defined as an individual with whom one has or had a short- or long-term relationship that provides romantic and/or physical intimacy or emotional dependence. Intimate relationships can occur between individuals of the same gender or different genders and may include (but are not limited to) marriages, civil unions, dating relationships, "hook-up" relationships, relationships in which partners are characterized as "girlfriends" or "boyfriends," and relationships between individuals with a child in common.

- Dating Violence: Violence committed by an individual 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 individual's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the individuals involved in the relationship. This includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.
- Stalking: Engaging in a course of conduct directed at a specific individual that would cause a reasonable person to: (a) fear for the individual's safety or the safety of others; or (b) suffer substantial emotional distress. For the purposes of the Stalking definition: Course of conduct means two or more acts, including 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 an individual, or interferes with an individual'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.

Retaliation: Retaliation under this policy: No individual may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by this policy or because an individual has made a report or formal complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy.

The College retains the right to charge an individual for making a materially false statement in bad faith during the course of an investigation, proceeding, or hearing under this policy, but will not conclude that any individual has made a materially false statement in bad faith solely based on the determination regarding responsibility.

Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this policy does not constitute retaliation; provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

Complaints alleging retaliation under this Title IX Sexual Harassment policy, including for the exercise of rights under this policy, must be filed in accordance with this policy

and will be addressed promptly and equitably. Where the individual allegedly retaliating is not affiliated with the College and not otherwise subject to its policies, the Title IX Coordinator will process the complaint and take appropriate measures.

Notwithstanding the above, the exercise of rights protected under the First Amendment does not constitute retaliation prohibited under this policy.

REPORTING SEXUAL MISCONDUCT

The College encourages everyone to report concerns about possible Sexual Misconduct to the College's Title IX Coordinator. Sharing such concerns enables the College to offer support to impacted parties and protects the community from continuance of the alleged misconduct. This Policy distinguishes the action of filing a Report from filing a Formal Complaint. Thus, information shared about suspected Sexual Misconduct does not automatically trigger formal action or an investigation, as discussed below.

Importantly, a person does not need to be directly impacted by Sexual Misconduct in order to make a report. Rather, anyone who observes or otherwise learns about concerns regarding Sexual Misconduct is encouraged to report.

Some forms of Sexual Misconduct may also constitute crimes. The College also strongly encourages any individual who experiences, witnesses, or learns of possible criminal conduct to report them to the Nichols College Department of Public Safety or local law enforcement. Prompt reporting allows law enforcement to collect and preserve evidence.

HOW TO MAKE A REPORT

To report in person during business hours or by mail:

> Please contact Title IX Coordinator, Cari Cyr, in the Fels Student Center, Suite 301, located at 121 Center Road, Dudley, MA 01571.

To report by phone or email:

> Please call Title IX Coordinator, Cari Cyr, at 508-213-2104 or email Cari.Cyr@nichols.edu

To report online, including anonymously:

> Please go to https://www.nichols.edu/title-ix/ and click the link for the Incident Reporting Form.

To report possible criminal conduct:

> Please call Nichols College Department of Public Safety at 508-213-2298

EMPLOYEE REPORTING EXPECTATIONS

All employees who are not expressly designated as Confidential Resources are considered to be Mandatory Reporters. Mandatory Reporters are required to immediately report incidents of Sexual Misconduct to the Title IX Coordinator.

A. In emergency situations, if there is a suspected crime in progress or imminent or serious threats to the safety of anyone, employees must immediately contact the Department of Public Safety by dialing 508-213-2298.

B. In non-emergency situations, employees (other than Confidential Resources) must promptly report suspected violations of this Policy to the Title IX Coordinator via one of the following means:

   - Email: Cari.Cyr@nichols.edu
   - Telephone: 508-213-2104
   - In-Person: Fels Student Center, Suite 301,121 Center Road, Dudley, MA 01571
   - Online: go to nichols.edu/student-life/campus-policies and click the link for the Incident Reporting Form

CONFIDENTIAL RESOURCES

If a student or employee wants to speak with a confidential resource, trained staff are available on and off-campus. Help and support is available to those who want to talk in detail about an incident but are not sure if they are ready or interested in reporting to the College or law enforcement.

Information shared with Confidential Resources (including information about whether an individual has received services) will only be disclosed to the Title IX Coordinator or any other individual only with the individual's express written permission, unless there is an imminent threat of serious harm to the individual or to others, or a legal obligation to reveal such information (e.g., if there is suspected abuse or neglect of a minor).

Information that is shared with a Confidential Resource does not constitute a Report or notice to the College of concerns of sexual misconduct.

On-Campus Confidential Resources include:

- Nichols College Health Services: 508-213-2238 health.services@nichols.edu
- Nichols Counseling Center: 508-213-2238 counseling.services@nichols.edu

Off-Campus Confidential Resources include:

- Pathways for Change a locally based agency which provides free, confidential services to sexual assault victims, their friends, and families. It also operates a 24-hour, free, confidential hotline that provides victims of sexual assault with telephone counseling and personal support:

  588 Main Street Worcester MA 01608

  24/7 Hotline (800) 870-5905

  Office (508) 852-7600

- Employees (staff and faculty) can access medical, counseling, and other forms of support through a third party provided Employee Assistance Program (EAP). The EAP's counseling, referral and treatment is completely confidential for Nichols' employees and members of their immediate family. Nichols' EAP administrator, Employee Connect, can be reached 24 hours a day at (888) 628-4824 or by visiting www.lincoln4benefits.com or www.guidanceresources.com. For more information about this program, please refer to the Employee Handbook.

ANONYMOUS REPORTING

If an individual wishes to make a report to the College but remain anonymous in doing so, reporting individual makes an anonymous report, the Title IX Coordinator will consider how to proceed, taking into account the individual's articulated concerns; the best interests of the Nichols community; fair treatment of all individuals involved; and the College 's obligations under Title IX.

An Impacted Party cannot file a Formal Complaint anonymously.

Any individual may make an anonymous report concerning a violation of this policy through the Nichols College Incident Reporting Form, which can be made without disclosing the reporting individual's own name, identifying the respondent, or requesting any action. However, if the reporter provides limited information, the Title IX Coordinator may be limited in its ability to take action. A Nichols College Incident Reporting Form is not a Confidential Resource and making a report through this means may result in a review and/or investigation.

Impacted Parties/Complainants and other reporting individuals are encouraged to report any violation of this policy as soon as possible in order to maximize the College's ability to respond promptly and effectively. Reports and formal complaints may be made at any time without regard to how much time has elapsed since the incident(s) in question. If the respondent is no longer a student or employee at the time of the report or formal complaint, the College may not be in a position to gather evidence sufficient to reach a determination as to the formal complaint. However, the Title IX Coordinator will still seek to provide support for the complainant and seek to take steps to end the prohibited behavior, prevent its recurrence, and address its effects.

Employees who are Mandatory Reporters cannot fulfill their obligation of reporting to the College by reporting anonymously.

TIMELINESS OF REPORT

Impacted Parties/Complainants and other reporting individuals are encouraged to report any violation of this policy as soon as possible in order to maximize the College's ability to respond promptly and effectively. Reports and formal complaints may be made at any time without regard to how much time has elapsed since the incident(s) in question. If the respondent is no longer a student or employee at the time of the report or formal complaint, the College may not be in a position to gather evidence sufficient to reach a determination as to the formal complaint. However, the Title IX Coordinator

will still seek to provide support for the complainant and seek to take steps to end the prohibited behavior, prevent its recurrence, and address its effects.

AMNESTY

The Nichols Community encourages the reporting of misconduct and crimes by Impacted Parties/Complainants and witnesses. Sometimes, Impacted Parties/Complainants or witnesses are hesitant to report to college officials or participate in grievance processes because they fear that they themselves may be in violation of certain policies, such as underage drinking or use of illicit drugs at the time of the incident. Respondents may hesitate to be forthcoming during the process for the same reasons.

It is in the best interests of the Nichols Community that Complainants choose to report misconduct to College officials, that witnesses come forward to share what they know, and that all parties be forthcoming during the process.

To encourage reporting and participation in the process, Nichols College maintains a policy of offering parties and witnesses amnesty from minor policy violations – such as underage consumption of alcohol or the use of illicit drugs – related to the incident.

HOW TO FILE A COMPLAINT

If an Impacted Party wishes to pursue investigation or other resolution of an alleged incident of Sexual Misconduct, they must file a Formal Complaint (at which time the Impacted Party will be referred to as the Complainant). The filing of a Formal Complaint means that the individual is asking the Title IX Coordinator to take further steps, such as initiating an investigation and resolution process, which may include Informal Resolution or a Hearing.

An Impacted Party/Complainant can obtain a copy of a Formal Complaint Form by contacting the Title IX Coordinator by one of the following means:

- Email: Cari.Cyr@nichols.edu;
- Telephone: 508-213-2104; or
- In-Person: Fels Student Center, Suite 301, 121 Center Road, Dudley, MA 01571

Formal Complaints must be in writing and should include all information that the Complainant believes to be relevant (e.g., time, location and nature of incident, names of individuals involved in or witnesses to the incident, names of other persons affected by the incident, etc.) plus a request for the College to investigate and/or initiate a resolution process, whether Formal or Informal. A Formal Title IX Complaint may be filed with the Title IX Coordinator in person, by mail, or by email, by using the contact information below.

To file a complaint by mail or in person during business hours:

> Please contact Title IX Coordinator Cari Cyr at Fels Student Center, Suite 301, 121 Center Road, Dudley, MA 01571-5000

To file a complaint by email: Please email Cari.Cyr@nichols.edu

A Formal Title IX Complaint also must be signed by the Complainant. An electronic signature or email from an individual account that serves to identify the Complainant, not just a hard signature, is acceptable.

An Impacted Party cannot file a Formal Complaint anonymously.

The Title IX Coordinator will endeavor to honor the wishes of the Impacted Party or Complainant. In order to protect the safety of the campus community, the Title IX Coordinator may review reports of violations of this policy even absent the filing of a Formal Complaint, or under certain circumstances, even if a formal complaint has been withdrawn, in limited circumstances. The Title IX Coordinator may need to themselves file a Formal Complaint and proceed with an Investigation even if a Complainant specifically requests that the matter not be pursued. In such a circumstance, the Title IX Coordinator will take into account the complainant's articulated concerns, the best interests of the College community, fair treatment of all individuals involved, and the College's obligations under Title IX.

HOW THE COLLEGE RESPONDS TO REPORTS

Upon receipt of a report of possible Sexual Misconduct, the Title IX Coordinator will promptly contact the Impacted Party to discuss options for support, resources, and options for resolution. The Title IX Coordinator will also perform an initial assessment of the report to determine which if any further actions may be indicated or required.

SUPPORTIVE MEASURES

The Title IX Coordinator will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged harassment, discrimination, and/or retaliation. A party does not need to file a Formal Complaint in order to access Supportive Measures.

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the College's education program or activity, including measures designed to protect the safety of all parties or the Nichols College educational environment, and/or deter harassment, discrimination, and/or retaliation.

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice of a report or a complaint. At the time that supportive measures are offered, the Title IX Coordinator will inform the Impacted Party/Complainant, in writing, that they may file a formal complaint with the Title IX Coordinator either at that time or in the future, if they have not done so already. The Title IX Coordinator works with the Impacted Party/Complainant to ensure that their wishes are taken into account with respect to the supportive measures that are planned and implemented.

The Title IX Coordinator will maintain the privacy of the supportive measures, provided that privacy does not impair the College's ability to provide the supportive measures.

The Title IX Coordinator will act to ensure as minimal an academic or occupational impact on the parties as possible. The Title IX Coordinator will implement measures in a way that does not unreasonably burden the other party.

Examples of potential Supportive Measure may include, but are not limited to:

1. Referral to counseling, medical, and/or other healthcare services;
2. Referral to community-based service providers;
3. Student financial aid counseling;
4. Education to the institutional community or community subgroup(s);
5. Altering campus housing assignment(s);
6. Altering work arrangements for employees or student-employees;
7. Safety planning;
8. Providing campus safety escorts;
9. Providing transportation accommodations;
10. Implementing contact limitations (no contact directives) between the parties;
11. Academic support, extensions of deadlines, or other course/program-related adjustments;
12. No Trespass Orders;
13. Timely warnings;
14. Class schedule modifications, withdrawals, or leaves of absence;
15. Increased security and monitoring of certain areas of the campus;
16. Any other actions deemed appropriate by the Title IX Coordinator.

Supportive Measures are available to an Impacted Party or Complainant, Respondent, Witness, and others who may have been impacted by Sexual Misconduct and/or who have participated in an Investigation and/or Resolution of a Complaint.

RESOURCES

The Title IX Coordinator will make parties aware of the resources available to them.

In the event of an emergency, the highest priority should be to get to a safe place if possible. Consider contacting law enforcement and/or seeking medical attention. The quickest way to access law enforcement and/or medical resources is by dialing "911".

Additionally, you may consider contacting one or more of the resources below:

Organization	Phone Number	Address	Type	24/7 Response?	On-Campus?
Dudley Police Department	508-943-4411; "press 3"	Dudley Town Hall 71 W Main St, Dudley, MA 01571	Law Enforcement	Yes	No
Nichols College Department of Public Safety	508-213-2298	Lower Daniels 121 Center Road Dudley, MA 01571	Law Enforcement	Yes	Yes
UMass Memorial Health-Harrington* (Designated SANE Site)	508-765-9771	100 South Street Southbridge, MA 01550	Medical	Yes	No
Nichols College Health Services*	508-213-2238	South Hall 121 Center Road Dudley, MA 01571	Medical	No	Yes
Pathways for Change*	1-800-870-5905	588 Main Street Worcester, MA 01608	Support, Resources & Information	Yes 1-800-870-5905	No
Nichols College Title IX Coordinator	508-213-2104	Fels Student Center Suite 301, 121 Center Road, Dudley, MA 01571	Support, Resources & Information	No	Yes
Nichols College Counseling Services*	508-213-2238	South Hall (Back Entrance) 121 Center Road, Dudley, MA 01571	Counseling & Mental Health Care	Yes 1-833-434 - 1217	Yes
Nichols College Employee Assistance Program or EAP	1-888-628-4824	lincoln4benefits.com	Counseling & Referrals	Yes 1-888-628-4824	No

Individuals who have been impacted by Sexual Misconduct are encouraged to seek medical attention as soon as possible after the assault to ensure their physical well-being. Even if there is no obvious, external physical injury, medical providers can test for sexually transmitted diseases, pregnancy and internal trauma. If needed, Nichols College can provide transportation and assistance to the local hospital, UMass Memorial Health- Harrington, which is a designated SANE Site, meaning that Sexual Assault Nurse Examiner Services will be available.

Individuals who have been impacted by Sexual Misconduct are encouraged to try to preserve physical evidence, which is important to the successful criminal prosecution of offenders. In order to preserve evidence of sexual assault, survivors should not shower, douche or change clothes or bedding before seeking medical attention. All clothing items should be placed in a paper bag and taken to the hospital. Also, if oral contact was made, survivors are asked not to brush their teeth, smoke or eat. Evidence can be collected at area hospitals, including UMass Memorial Health- Harrington, 508-765-9771. In instances of physical or sexual assault, consider taking photographs of injuries or asking someone else to do so.

Nichols College students and employees have the following rights:

- to notify or decline to notify law enforcement, including campus, state or local police;
- to receive assistance from Nichols College officials, including the Title IX Coordinator, in making such notification;
- to seek a court-issued protective order or an institutional no-contact order against an alleged perpetrator of sexual misconduct;
- to pursue Nichols College's processes for investigation and resolution concurrently with, prior to, or after pursuing any external processes, including criminal and civil processes.

The resources designated in the chart above with an asterisk (*) are considered to be Confidential Resources for Nichols College students and employees. Confidential Resources are not obligated to report information that is provided to them. This allows individuals to explore their options in a non-pressured environment while they make informed decisions. There may be exceptions in cases involving child abuse, imminent risk of serious harm, emergent hospitalization, or a court order. In addition, non-identifying information about violations of the Nichols College Title IX Sexual Harassment Policy may be submitted to the Department of Public Safety for purposes of the anonymous statistical reporting under the Clery Act. An individual who is not prepared to make a report or formal complaint, or who may be unsure how to label what happened, but still seeks information and support, is strongly encouraged to contact a Confidential Resource.

Nichols College students and employees may report any concerns about sexual misconduct, regardless of where they occurred or when, to the Title IX Coordinator. The Title IX Coordinator is not a Confidential Resource. However, the Title IX Coordinator involved in the investigation and adjudication of sexual misconduct complaints will take

into consideration the privacy of the parties to the extent possible. In accordance with federal regulations, the College will keep confidential the identity of any individual who has made a report or formal complaint under this policy, including any complainant, any individual who has been reported to be the perpetrator, any respondent, and any witness, except as may be permitted by Family Educational Rights and Privacy Act (FERPA), or as required by law, or to carry out the purposes of conducting any investigation or hearing under this policy.

When information is shared with the Department of Public Safety that could constitute a serious and continuing threat to the campus community, the Department of Public Safety may issue a timely warning in accordance with federal regulation to protect the health or safety of the community. The Department of Public Safety may also publish a reported incident in the daily crime log or annual security report. In addition, the College may also share non-identifying information, including data about outcomes and sanctions, in aggregate form. The College will not disclose the name or other personally identifiable information of the complainant unless it has received the express consent of the complainant or unless the release of such information is consistent with legal requirements or mandated by law.

OPTIONS FOR RESOLUTION

A complainant, respondent, or witness has many options, including counseling and support services.

After a Report is made, an Impacted Party may:

- Request supportive measures from the Title IX Coordinator;
- File a formal complaint with the Title IX Coordinator, thereby invoking the internal grievance process;
- Contact the Department of Public Safety for assistance in filing a criminal complaint and preserving physical evidence; and/or
- Contact local law enforcement to file a criminal complaint. At the Impacted Party's request, the Title IX Coordinator will assist in contacting local law enforcement and will cooperate with law enforcement agencies if an Impacted Party decides to pursue a criminal process.

An Impacted Party may pursue some or all of these steps at the same time. When initiating any of the above, an Impacted Party does not need to know whether they wish to request any particular course of action, nor how to label what happened. Before or during this decision-making process, Impacted Parties and other Reporters are encouraged to consult a Confidential Resource.

Note that Nichols College's ability to remedy and respond may be limited if the Impacted Party does not wish to proceed with an Investigation and/or Resolution Process. The goal is to provide the Impacted Party with as much control over the process as possible, while balancing Nichols' responsibility to protect the larger community. In cases where the Impacted Party requests that no formal action be taken, Nichols College will honor that request (as circumstances allow) by offering Supportive Measures. If the

Impacted Party elects to take no action, they can change that decision and pursue a Formal Complaint at a later date. Please consider that delays may cause limitations in relation to access to evidence and affiliate status of the Respondent.

INITIAL ASSESSMENT BY TITLE IX COORDINATOR

The Title IX Coordinator will also perform an initial assessment of each Report/Complaint to determine which if any further actions may be indicated or required.

This assessment may include, but is not limited to:

- a determination of whether the Report or Complaint alleges a potential violation of the Title IX Sexual Harassment Policy, Sexual Misconduct Policy, and/or other Nichols College Policies;
- a determination of whether there exists an immediate, ongoing threat to the safety and wellbeing of the Nichols community, such that the College must take action, including but not limited to: emergency removal of a Respondent; issuance of a timely warning; and/or Title IX Coordinator should pursue a formal complaint absent a willing Complainant; and
- a review of actions available for the College to stop, prevent and remediate any instances of Sexual Misconduct, for example, through training, education and/or awareness programs.

In order to protect the safety of the campus community, the Title IX Coordinator may review reports of violations of this policy even absent the filing of a formal complaint, or under certain circumstances, even if a formal complaint has been withdrawn, in limited circumstances. The Title IX Coordinator may need to themselves file a formal complaint and proceed with an investigation even if a complainant specifically requests that the matter not be pursued. In such a circumstance, the Title IX Coordinator will take into account the complainant's articulated concerns, the best interests of the College community, fair treatment of all individuals involved, and the College 's obligations under Title IX.

Proceedings under this policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus. Neither a decision by law enforcement regarding prosecution nor the outcome of any criminal proceeding will be considered determinative of whether a violation of this policy has occurred.

Campus Safety Education and Prevention Programs

Nichols College provides education and training to promote campus safety, prevent harmful behavior, support informed decision-making, and prepare students and employees to respond appropriately to concerns.

TRAINING FOR CAMPUS PERSONNEL

Title IX Team and Investigator Training

Audience and Frequency: Title IX team members and investigators; annually.

Description: Training provided through Grand River Solutions addresses Title IX definitions, discrimination, consent, confidentiality, investigation protocols, and investigative report writing.

Administrator On Call and Senior On Call Training

Audience and Frequency: Designated Student Life professional staff; annually and as needed.

Description: Training prepares professional staff to respond to campus and residence hall incidents. Topics include crisis management, emergency response, student conduct, policy enforcement, and recognition of concerning or abusive behavior.

Resident Assistant Training

Audience and Frequency: Resident Assistants; annually before the academic year and through ongoing in-service training.

Description: Resident Assistants complete training on Campus Security Authority responsibilities, Title IX and sexual misconduct, sexual assault prevention, dating and domestic violence, stalking, emergency response, mental health and suicide awareness, bystander intervention, and conflict mediation.

Public Safety Officer Training

Audience and Frequency: Public Safety officers; during onboarding and regular in-service training.

Description: Officers receive training related to emergency medical response, CPR and AED use, crisis response, de-escalation, suicide prevention, fire prevention and evacuation, dating and domestic violence, stalking, sexual assault,

alcohol, and other drugs. Some officers are also certified Emergency Medical Technicians.

Active Shooter Lockdown and Shelter in Place Training

Audience and Frequency: Faculty and staff; periodically.

Description: The Department of Public Safety provides education on active-shooter, lockdown, and shelter-in-place procedures using protocols developed with the Dudley Police Department.

CARE Team Training

Audience and Frequency: CARE Team members; periodically based on team and campus needs.

Description: CARE Team members complete specialized training in student well-being and crisis intervention, including Mental Health First Aid. Training addresses early warning signs, mental health and substance-use concerns, suicide prevention, de-escalation, initial support, and referral to appropriate resources.

ALCOHOL AND OTHER DRUG EDUCATION

Nichols College provides alcohol and other drug education intended to increase awareness, reduce harmful behavior, support responsible decision-making, and connect students with appropriate resources.

AlcoholEdu

Audience and Frequency: First-year and transfer students; annually during the fall semester.

Description: A required online program addressing alcohol use, responsible decision-making, risk reduction, and the potential consequences of alcohol misuse.

Substance Use Assessments

Audience and Frequency: Students referred through the community standards process; as needed.

Description: Individual assessments provided through Counseling Services help students evaluate substance-use behaviors and identify strategies for reducing risk.

Maximize Your Buzz & Safety

Audience and Frequency: Incoming students; annually during fall orientation.

Description: A required program addressing alcohol use, personal values, risk reduction, and responsible decision-making.

Impaired Driving Awareness

Audience and Frequency: Students and other campus community members; during the spring semester.

Description: An interactive program uses impairment-simulation goggles and driving activities to demonstrate the risks associated with impaired driving and provide alcohol-use education.

Alcohol Awareness Day

Audience and Frequency: Students; during the fall semester.

Description: An interactive awareness program uses educational questions and activities to increase students' understanding of alcohol, College policy, and risk-reduction strategies.

Night Cap Event

Audience and Frequency: Students; periodically during the academic year.

Description: A collaborative program offered by the Title IX Office and Office of Community Standards addresses alcohol policy, beverage safety, and strategies for reducing the risk of drink tampering.

SEXUAL MISCONDUCT PREVENTION AND AWARENESS

Nichols College provides prevention and awareness programs addressing dating violence, domestic violence, sexual assault, stalking, consent, bystander intervention, reporting options, and available support resources.

Online Sexual Assault Prevention Training

Audience and Frequency: Incoming students, faculty, and staff; annually.

Description: Required online education addresses sexual assault, relationship violence, stalking, sexual harassment, consent, reporting options, and available resources.

New Student Orientation Sexual Assault Prevention Training

Audience and Frequency: Incoming students; annually during fall orientation.

Description: An in-person program addresses consent, sexual violence prevention, bystander intervention, reporting options, and campus resources.

First Year Professional Development Seminar

Audience and Frequency: First-year students; during the fall semester.

Description: Classroom-based education covers Title IX, the College's Sexual Misconduct Policy, consent, healthy decision-making, and domestic violence awareness.

Go Purple Day

Audience and Frequency: Campus community; during Domestic Violence Awareness Month.

Description: A collaborative awareness event with Pathways for Change, the It's On Us student chapter, and Counseling Services provides information about healthy relationships, domestic violence, reporting, and support resources.

Ally Ribbons

Audience and Frequency: Campus community; periodically during awareness programming.

Description: Participants create and display ribbons to communicate support for survivors and increase awareness of sexual violence.

Self Defense and Awareness Class

Audience and Frequency: Students; periodically during the academic year.

Description: An introductory program helps students strengthen awareness of their surroundings and learn basic personal-safety strategies.

Bystander Intervention Education

Audience and Frequency: Students and employees; throughout the academic year.

Description: Education encourages community members to recognize potentially harmful situations and intervene safely through direct action, distraction, delegation, or follow-up support.

HAZING PREVENTION AND AWARENESS

Nichols College provides research-informed hazing prevention and awareness programming addressing College policy, Massachusetts law, reporting

responsibilities, bystander intervention, ethical leadership, and strategies for developing group cohesion without hazing.

Athletics Preseason Education

Audience and Frequency: Student-athletes and coaches; annually before each athletic season.

Description: Education addresses hazing prevention, warning signs, reporting responsibilities, College policy, Massachusetts law, and applicable NCAA guidance.

Campus Wide Hazing Awareness

Audience and Frequency: Students; throughout the academic year.

Description: Educational programs and materials help students recognize potential hazing, understand how to report concerns, and identify strategies for preventing harmful group behavior.

Fire Safety Awareness

All Nichols College residence halls are equipped with addressable fire alarm systems that report to a remote central monitoring station. When the monitoring station receives an alarm for smoke, fire, or carbon monoxide, it notifies the Dudley Fire Department and the Nichols Department of Public Safety for immediate response. Each residence hall contains both audible and visual alarm systems and is protected by fire suppression systems. Residential and occupied areas are equipped with wet suppression systems, while unoccupied or unheated areas utilize dry suppression systems. Fire alarm systems are tested semi-annually, and fire suppression systems are tested annually. Portable fire extinguishers are placed strategically in all campus buildings and are checked each year.

Nichols College, in collaboration with the Dudley Fire Department, conducts fire drills in all residence halls twice annually. The Dudley Fire Department also provides training for the Department of Public Safety on the use of portable fire extinguishers and conducts a "train the trainer" class for Resident Directors, Resident Assistants, and Public Safety staff. These individuals are then responsible for educating students in their residence halls about fire safety procedures. All members of the Nichols community are required to evacuate any building when a fire alarm system has been activated. Students who fail to evacuate are documented, and the incident is referred to the Office of Community Standards and Dean of Students.

Community members may report a fire to the Dudley Fire Department by dialing 911 from any landline or cell phone. Fires may also be reported directly to Public Safety by calling 508-213-2298.

In the Event of Fire (If you discover a fire in your area):

- Alert others in the immediate area.
- Get out and close the door behind you.
- Activate the building fire alarm system on your way out.
- Call 911 or Public Safety.
- Leave the fire area immediately by following your planned exit route and closing doors behind you.
- Exit the building by the closest exit or stairway.
- Never use the elevator. Always use the stairways.
- Once outside the building, move to a safe area. Tell the Fire Department if anyone is left inside, and do not reenter until you are told you may.

Smoking is prohibited in all campus buildings, including residence halls, individual rooms, hallways and lounges. Furthermore, smoking is prohibited in all partially enclosed areas such as covered walkways, breezeways and walkways between sections of buildings, areas immediately adjacent to building entrances, and exterior stairways and landings. Due to the risk of fire, all candles, toasters, halogen lamps, toaster ovens, or any open element appliances are prohibited in residence halls. Tampering with fire safety equipment is prohibited. A listing of all residence halls is attached to this report.

Definitions

Fire – Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

Fire Drill – A supervised practice of a mandatory evacuation of a building for a fire.

Fire-Related Injury – Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire. The term person may include students, faculty, staff, visitors, firefighters, or any other individuals.

Fire-Related Death – Any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire, or deaths that occur within one (1) year of injuries sustained as a result of the fire.

Value of Property Damage – The estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity, including: contents damaged by fire, related damages caused be smoke, water, and overhaul; however, it does not include indirect loss, such as a business interruption.

Fire Log – A fire log is kept in the Department of Public Safety, which is open to the public during normal business hours. Nichols College maintains a fire log that records any fire that occurred in an on-campus student housing facility and includes information such as the nature, date, time and general location of each fire. The Fire Log entry, or an addition to an entry, shall be made within two business days of the receipt of information. The Fire Log for the most recent 60-day period shall be open to the public inspection during normal business hours. Any portion of the log, older than 60 days will be available within two business days of a request for public inspection.

Plans for Future Fire Safety Improvements: Nichols College has not identified any specific plans for future improvements in fire safety at this time. The College continues to evaluate its fire-safety systems and practices and will implement improvements when determined necessary.

Annual Residence Hall Fire Alarm Drills

During calendar year 2025, Nichols College conducted fire drills in each on-campus student housing facility. The drills occurred on either September 8, 2025 or September 15, 2025, depending on the side of campus the hall was located.

Fire Statistics

	2023			2024			2025		
Residential Building	**Fires**	**Injuries**	**Deaths**	**Fires**	**Injuries**	**Deaths**	**Fires**	**Injuries**	**Deaths**
Budleigh Hall	0	0	0	0	0	0	0	0	0
Center Hall	0	0	0	0	0	0	0	0	0
Copper Beech Apts. I	0	0	0	0	0	0	0	0	0
Copper Beech Apts. II	0	0	0	0	0	0	0	0	0
Kuppenheimer Hall	0	0	0	0	0	0	0	0	0
North Hall	0	0	0	0	0	0	0	0	0
Olsen Hall	0	0	0	0	0	0	0	0	0
Remillard Hall	0	0	0	0	0	0	0	0	0
Shamie Hall	0	0	0	0	0	0	0	0	0
Winston House	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

Nichols College reported no fires in its on-campus student housing facilities during calendar years 2023, 2024, or 2025. Accordingly, there were no fire-related injuries, deaths, identified causes, or property damage to report. The Nichols College campus map can be located here - https://www.nichols.edu/about/directions-campus-map/

Building Name	**Address**	**Function**	**Sprinkler**	**Fire Alarm Control Panel**	**Smoke Alarms**
Budleigh Hall	112 Center Road	Residential Building	X	X	X
Center Hall	108 Center Road	Residential Building	X	X	X
Copper Beech Apts. I	113 Center Road	Residential Building	X	X	X
Copper Beech Apts. II	117 Center Road	Residential Building	X	X	X
Kuppenheimer Hall	107 Center Road	Residential Building	X	X	X
North Hall	110 Center Road	Residential Building	X	X	X
Olsen Hall	109 Center Road	Residential Building	X	X	X
Remillard Hall	104 Center Road	Residential Building	X	X	X
Shamie Hall	111 Center Road	Residential Building	X	X	X
Winston House	143 Center Road	Residential Building	X	X	X

This report is a collaborative effort prepared by the Office of Community Standards in partnership with the Title IX Coordinator, Department of Public Safety, and the Dudley Police Department.

Questions regarding the information contained in this report may be directed to the Office of Community Standards by phone 508-213-2009 or via email at community.standards@nichols.edu.

Compliance Reporting Date: October 2026

-End of Report-

Nichols College