NEW ENGLAND
INSTITUTE OF TECHNOLOGY

2026 Annual Security and Fire Safety Report

POLICIES | SAFETY TIPS | SERVICES | STATISTICS

A Guide for keeping New England Institute of Technology Safe

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Message from the Director of Public Safety

Dear New England Institute of Technology Community,

Welcome to New England Institute of Technology (NEIT). On behalf of the Department of Public Safety, I am pleased to welcome our new and returning students, faculty, staff, and visitors to campus.

The Department of Public Safety is dedicated to fostering a secure, supportive, and welcoming environment where members of the NEIT community can learn, work, and visit with peace of mind. As a full-service department committed to a community-focused approach, our primary goal is to promote the safety and well-being of everyone on our campuses.

Creating and maintaining a safe campus is a shared responsibility. We encourage all members of the NEIT community to remain alert and report any safety or security concerns. This collaborative effort also includes individuals who serve as Campus Security Authorities (see page 1), whose responsibilities play an important role in supporting campus safety and compliance.

This report contains valuable information about crime reporting procedures, institutional policies, crime prevention and safety programs, fire safety information and statistics, and other data required by federal law. I encourage you to review this publication and become familiar with the resources available to help keep our campus community informed and safe.

If you have any questions, concerns, or suggestions about this report, please feel free to contact me. My contact information is provided in the signature below.

Sincerely,

Pamela Moffatt-Limoges

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Preparation of the Annual Security and Fire Safety Report

New England Institute of Technology (NEIT), in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and the Higher Education Opportunity Act, publishes this report to inform its students, employees, and community about campus security policies, NEIT's campus crime statistics, and campus safety initiatives and resources. The 2026 Annual Security and Fire Safety Report has been prepared by the Director of Public Safety, and uses information maintained by the NEIT Public Safety Department as well as information provided by other University offices.

This report contains statistics for the previous three years of reported crimes that occurred on campus, and on property owned, leased, or controlled by the University. The statistics included have been compiled using data provided by reports to the NEIT Public Safety Department, NEIT *Campus Security Authorities, and other local law enforcement agencies. This report also includes University policies concerning campus safety and security fire, sexual assault, dating violence, domestic violence, stalking, and alcohol and drug use.

*A Campus Security Authority (CSA), defined by the Clery Act, is an individual or organization with significant responsibility for student and campus activities or designated to receive and report criminal offenses, who has a duty to report crimes they become aware of to the university.

Examples of Campus Security Authorities

- Dean of Students
- Director of Housing/Residence Life
- Residential Life Staff (including resident assistants)
- Director of Athletics/Student Activities
- Student Discipline Officials
- Student Support Services Advisors
- Faculty Advisors to Student Groups/Organizations
- Public Safety Officers

This Annual Security and Fire Safety Report includes information for the NEIT Post Road Campus and the Access Road Campus, which qualify as separate campuses for Clery Act purposes. By the deadline imposed by the U.S Department of Education, the University distributes a notice of the availability of the Annual Security and Fire Safety Report to every member of the University community. Anyone, including prospective students and employees, may obtain a paper copy of this report by contacting the NEIT Public Safety, or by visiting the NEIT website at https://www.neit.edu/

I. DEPARTMENT OF PUBLIC SAFETY AND CAMPUS SECURITY

The Department of Public Safety (DPS) officers are non-sworn; they do not carry weapons and do not possess powers of arrest. DPS is under the auspices of the Director of Public Safety who is the campus liaison to the East Greenwich and Warwick Police Departments and works in close relations with all including state and federal law enforcement agencies. DPS members also act as first responders to campus emergencies. DPS does not have any written agreements with local police agencies at this time. Criminal activities including murder, robbery, aggravated assault, burglary and motor vehicle theft require immediate notice to local authorities.

Public Safety has the authority to ask people for identification and to determine whether individuals have lawful business at NEIT. Their presence on campus is intended to be a deterrent to criminal activity. Any PSO may call local authorities to make an arrest on campus after consulting with his or her supervisor or, at his or her own discretion, if the supervisor cannot be reached.

With the exception of incidences of sexual violence, violations of the law can be reported to local law enforcement agencies, and when appropriate to the Office of Student Support Services for disciplinary review. NEIT has no formal agreement but will coordinate with state and local police in the investigation of alleged criminal offenses occurring on campus. Incidences of sexual violence will only be reported to local law enforcement agencies with the consent of the victim.

With the exception of sexual violence involving a student, NEIT does not provide procedures that allow victims, witnesses or counselors to report crimes on a voluntary, confidential basis.

II. REPORTING PROCEDURES

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

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

NEIT Phone: Dial 5555 **Non-NEIT Phone: Dial** **401-234-5555 or 401-780-4705**

Or by location:

Post Road Campus	**East Greenwich Campus**	**Access Road Campus**
401-780-4706	401-780-4705	401-780-4707

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

III. TIMELY WARNING NOTIFICATIONS:

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

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

A timely warning notification may be issued after the Executive Vice President confers with the Director of Public Safety, the Vice President of Student Support Services and other University Officials to

determine the content of the message that will inform the campus community of the threat. The Executive Vice President or his/her designee ultimately sends the Timely Warnings which will be widely distributed throughout campus by email, text messages and voice mail as quickly as possible to all students, staff and faculty. The Executive Vice President or his/her designee will also be responsible for updates to the Timely Warning notice and for clearing the Timely Warning notice once the threat is over.

IV. EMERGENCY RESPONSE & EVACUATION PROCEDURES

POLICY STATEMENT: It is New England Institute of Technology's (NEIT) policy to conduct its operations with the highest regard for the health and safety of its students, employees and the public, and the protection and preservation of property and environment. NEIT's *Emergency Operations Plan* provides a coordinated response which encompasses senior management and individual operating departments. The Plan provides a description of the overall emergency/crisis preparedness and response organization. The Emergency Response Plan designates responsibilities, coordinates the interface between NEIT and outside agencies, and describes notification procedures necessary to deal with all aspects of emergencies.

This *Emergency Operations Plan* in conjunction with NEIT's *Fire Safety Procedures & Emergency Action Plan, Animal Emergency Response Plan* and the *Oil and Hazardous Waste Release Plan* is designed to be a guide for dealing with a variety of events that could adversely affect the normal operations of NEIT. No plan is capable of fully addressing every emergency. This plan is intended to establish protocols to effectively deal with unforeseen and potentially disastrous events.

The Federal Emergency Management Agency (FEMA) describes an emergency as "any unplanned event that can cause deaths or significant injuries to employees, customers or the public; or that can shut down business, disrupt operations, cause physical or environmental damage, or threaten the facility's financial standing or public image."

In the event of a regional emergency liaison with agencies from two communities and the Rhode Island Emergency Management Agency must be maintained. Many of the events that could affect NEIT may be newsworthy in nature and NEIT must jointly manage the flow of information with local authorities.

V. EMERGENCY RESPONSE TEAM

Two specific groups are established to deal with emergencies, potential crises and disastrous occurrences. These two groups, described below, are the Emergency Policy Group (EPG) and the Emergency Operations Group (EOG). The "Emergency Director" oversees both groups and provides overall direction of NEIT emergency/ crisis responses.

The EPG consists of the Executive Vice President, the Vice President and General Counsel, the Vice President for Student Support Services, the Vice President for Finance, the Chief Information Officer, and the Senior Vice President and Provost. The EPG is responsible for:

- Approval or endorsement of overall priorities and strategies
- Issuing media and public information reports and instructions
- Monitor social media and disseminate information as needed

- Liaise with government and external organizations
- Developing recovery plans once a serious emergency occurs or is anticipated.

The EOG usually consists of the Director of Auxiliary Services, the Director of Public Safety, and the Environmental, Health & Safety Officer and other staff members whose expertise will be needed to deal with the incident. They perform their duties under the direction of NEIT's Emergency Director. The EOG has the responsibility for:

- Coordinating all emergency response measures.
- gathering, confirming and evaluating incident information
- defining and implementing tactics/actions to resolve specific priority situations
- identifying resource needs
- reassigning/deploying individuals in support of critical needs
- formulating plans
- initiating/directing immediate response to the emergency,
- advising the Emergency Director and keeping the EPG informed of the status of the incident

VI. ESSENTIAL PERSONNEL

Some personnel will be considered essential to handle emergencies that occur on campus. It is difficult to forecast which University personnel will be needed for any given event. However, for practical purposes staff assigned to the following departments are considered essential**,** Auxiliary Services, Public Safety, Residence Life and Food Services. Other staff members, such as the Department of Technological Services, may be considered essential for specific events. They will be notified prior to the event that their services will be needed.

VII. EMERGENCY/CRISIS RESPONSE LEVELS

Level 1 – Minor Emergency
A minor emergency is an event with limited impact. It does not affect the overall functioning of the university. Response to and recovery from a minor emergency is within the capabilities of the university with minimal or no need for external resources. Examples include limited utility/mechanical failure, broken water pipe, heating failure, small, contained fire or chemical spill, snowstorm, emergency evacuation.

Level 2 – Major Emergency
A major emergency is an event that completely disrupts one or more university functions and may exceed the university's capability to respond and recover. External emergency services as well as maximum effort from campus resources would be required. Examples include a major fire, a long-term widespread utility failure, an uncontrolled hazardous substance incident or environmental release, contagious disease outbreak (pandemic), domestic water contamination, death on campus, bomb explosion, demonstrations or other disturbances.

Level 3 – Disaster
A disaster is a community wide emergency that seriously impairs or halts the operations of the institution. External emergency services would be essential but not always available. Examples include a hurricane, earthquake, major flooding, tornado or terrorist attack. Regional, state or federal assistance may be required in order to recover.

VIII. EMERGENCY/CRISIS RESPONSE LEVEL PERSONNEL

Level 1 – Minor Emergency

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

Level 2 – Major Emergency

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

Level 3 – Disaster

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

RECOVERY

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

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

IX. EMERGENCY NOTIFICATION

In the event that a situation arises on campus that in the judgment of NEIT's administration constitutes an ongoing or continuing threat to the health or safety of students and/or employees, the institution will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate a campus wide "emergency notification" through NEIT's *Rave Emergency Notification System (ENS),* unless 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.

NEIT's *Rave Emergency Notification System (ENS)* immediately notifies all participating students, faculty and administrative employees of the threat. Notification through Rave ENS is made via NEIT e-mail, and/or text message, and/or telephone / voice mail. Anyone with information warranting an emergency notification should immediately report the circumstances to NEIT DPS.

All students are enrolled in the ENS system through contact information maintained in the Registrar's Office. If a student wishes to receive notifications on his/her cell phone, he/she must provide the cell phone number to the Registrar's Office. Changes in contact information should be reported to the Registrar's Office.

Faculty and staff are enrolled in the ENS system through contact information maintained with the Business Office. If an employee wishes to receive notifications on his/her cell phone, he/she must provide the cell phone number to the Business Office. Changes in contact information should be reported to Human Resources.

The East Greenwich campus is equipped with a Honeywell Notifier fire alarm system. This system allows voice communication over the fire alarm system from a control panel in the Communications Center. The system is designed to provide information to people within the EG Building. The Access and Post Rd campuses are not similarly equipped.

X. FIRE SAFETY PROCEDURES AND EMERGENCY ACTION PLAN

All people must leave any facility where a fire alarm is activated as promptly as possible via the nearest available exit. No one is expected to endanger him/herself in order to assist with evacuation of others, but everyone has a duty to ensure that other occupants are aware of an emergency. It is expected that individuals, as long as they are not endangering themselves, will aid anyone requiring assistance to safely evacuate the building.

NEIT tests its emergency response and evacuation procedures on at least an annual basis, including publicizing its procedures in conjunction with at least one test per calendar year, and documenting a description of the exercise as well as the date and time of the exercise and whether it was announced or unannounced.

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

When Alarm Sounds

When a fire alarm sounds, do the following:

a. Evacuate the building quickly. Faculty and supervisors should ensure the orderly evacuation of students and employees.
b. Do not use elevators. An interlock between the fire alarm and elevator control will automatically return the car to the ground floor.
c. Report to your building's Assembly Area and maintain a safe distance from the evacuated building. Assembly Areas are listed in the Employee & Student Handbooks and posted in classrooms. All

assembly points are marked with a sign bearing the appropriate letter.

d. Do not re-enter the building. Keep clear of evacuated areas until authorized by the Fire Officer or University Official. When the fire alarm bells stop, that does not mean that re-entry is permissible.

XI. Evacuation of Persons Requiring Mobility Assistance:

People requiring mobility assistance or access needs should take extra proactive steps to protect themselves during evacuations. Be prepared to tell people attempting to assist how they can best help you.

Faculty and Staff Responsibilities:

1. Faculty and staff should take a few moments at the beginning of the first class each quarter to advise the class of evacuation procedures, nearest exits, building assembly locations, and Emergency Response Guide locations in each classroom.
2. Always ask someone with a mobility impairment how you can help before giving assistance. Ask how he/she can best be assisted or moved, and whether there are any special considerations or items that need to come with the person. If you are unable to physically assist, inform Public Safety, or first responder of the person's location.
3. Additional Resources: For questions contact Environmental Health and Safety at extension 3706.

Use the following steps to make a plan ahead of time:

a) Notify instructors and/or supervisors regarding the assistance you will need in the event of an emergency that requires evacuation.
b) Locate stairwells, elevators, Areas of Refuge or Evacuation Assistance Locations, fire-fighting equipment, fire alarms and telephones in areas where you spend time.
c) Practice your planned evacuation method. Establish a buddy system if there are problems (door locks, small staircase, etc.) that may require you to have immediate assistance.
d) Have a communications plan, including ways to communicate with first responders
e) Plan for the needs of your service animal (if applicable).

In case of an emergency in your building, there are several options:

a) **EVACUATE**: Use building exits, stairs, or unaffected wings of adjacent multi-building complexes. If you cannot evacuate for any reason, then:
b) **GO TO AN EVACUATION LOCATION**: Move to an Area of Refuge or Evacuation Assistance Location. If a stairway experiences heavy traffic, wait until the area has cleared before entering the stairway. Make sure someone reports your location to first responders. For help in identifying evacuation locations/areas of refuge in buildings, call Environmental Health & Safety at extension 3706. If you cannot evacuate or reach an evacuation location, then:
c) **STAY IN PLACE**: Remain in a room with an exterior window and a solid or fire-resistant door. Call Public Safety at (401) 234-5555 or 911 to relay your location.

XII. Evacuation Locations and Assembly Points:

1. **Areas of Refuge:** A location with two-way communication technology designed to temporarily hold occupants during a fire or other emergency when evacuation may not be safe or possible. Areas of Refuge are usually located in enclosed stairwells.

2. **Evacuation Assistance Locations:** A location similar to an area of refuge but lacking in two-way communication technology. Evacuation Assistance Locations in a building are designed to temporarily hold occupants during a fire or other emergency when evacuation may not be safe or possible.

Evacuation Diagrams
Evacuation Diagrams are posted in all classrooms and bedrooms. **DESIGNATED AREAS OF REFUGE** are noted on evacuation diagrams. If for any reason there is no evacuation diagram in your area, immediately notify the Office of Auxiliary Services. Note: In the East Greenwich facility ONLY, the Areas of Refuge have 2-way communication systems.

Assembly Points
In an emergency, occupants should report to the following designated assembly points. Access Road Campus has two assembly points along Access Road: one near the Automotive Building entrance and one in the grass area in front of the Auto Body Building. The East Greenwich Campus has five assembly points located on the far side of each parking lot. Assembly points are marked with a blue and white sign. Instructors and department heads are responsible for accounting for their students or employees. If anyone is unaccounted for, that information should be passed to Public Safety or a police/fire officer.

Building	Assembly point
Post Road Campus	Rear parking lot – Assembly Point A
	South side near student patio – Assembly Point B
Gouse Building	CT Building student patio – Assembly Point B
Access Road Campus	
Automotive Building	North side of parking lot – Assembly Point A
Criminal Justice	North side of parking lot – Assembly Point A
Electrical/Marine	North side of parking lot – Assembly Point B
Auto Body	North side of parking lot – Assembly Point B
East Greenwich Campus	
Door #1	Walkway on Quad – Assembly Point A
Door #2	Walkway on Quad – Assembly Point A
Door #3	West side – Assembly Point B
Door #5	West side – Assembly Point B
Door #6	North side of employee parking lot – Assembly Point C
Door #7	Walkway on Quad – Assembly Point A
Door #8	Walkway on Quad – Assembly Point B
Door #9	Walkway on Quad – Assembly Point B
Front/Academic Skills Center	East side, along entrance road – Assembly Point D
Residence Hall Front Entrance	Walkway on Quad – Assembly Point A
Residence Hall All other exits	Rear of building near road – Assembly Point E

XIII. Fire Alarms and Fire Extinguishers

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

In Case of Fire If you observe a fire, do the following:

a. Activate nearest wall-mounted fire alarm.
b. Attempt to extinguish the fire using a fire extinguisher ONLY if you are trained in the use of hand-held fire extinguishers and can do so WITHOUT ENDANGERING YOUR SAFETY. (Public

Safety and Auxiliary Services are to be notified of all small fires which have been extinguished by campus personnel and any extinguisher used. Do not re-hang the fire extinguishers.)

c. If one portable extinguisher does not put the fire out, you should LEAVE THE AREA AND CLOSE DOORS.
d. Evacuate the building (see evacuation procedures above). DO NOT USE ELEVATORS and keep clear of the exits.
e. Call 911 and state the building and address you are at. (NOTE: All calls will show the building address but will not show the individual office.)
f. To contact Public Safety from an NEIT extension, dial: 5555 from an outside phone, dial: 234-5555
g. Report if anyone is suspected of being in the building after the general evacuation to Public Safety, Police or Fire Departments.

Fire Alarms

Fire alarms are located near exits in all NEIT buildings. Signs labeled "Exit" are posted above the doors in all areas of the building where the exit way is not immediately visible to occupants; they point to the exit to be used. If the fire alarm has been activated, if smoke or fire is evident, if you smell irritating chemical odors, or if any conditions threaten your safety, EVACUATE the building. (If you are disabled, let others know if you will need assistance.)

False Alarms

A fire alarm will not only disrupt the activities of the university but will also result in dispatch of emergency equipment to the university by the Fire Department. Anyone witnessing the initiation of a false alarm should notify Public Safety immediately. The operation of a fire alarm in the absence of a fire is a criminal offense.

XIV. SECURITY AND ACCESS TO CAMPUS FACILITIES

The Department of Public Safety is responsible for opening and closing all university buildings. On September 22, 2017, NEIT opened its first Residence Hall (Meltzer Hall) for residential students at the East Greenwich Campus. NEIT Public Safety Officers provide 24/7 security coverage at the East Greenwich campus to provide additional security for its residents. Security Officers will be on campus at both the Access Road and Post Road campuses whenever the university is open for business (from approximately 6:30 a.m. to 12 a.m. Monday through Friday; selected departments are open Saturday mornings). There is no access to buildings and facilities when the university is not open for business. Normally, labs are locked when classes are not in session. Students may use laboratories only when they are supervised by faculty members or by designated laboratory assistants.

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

MELTZER HALL ACCESS: Meltzer Hall operates under a computerized Access Control and Security Monitoring System. Identification cards are coded so that only students who are residents are authorized electronic access entry to that hall; the system denies entry to all unauthorized persons. In addition, there is a video camera system throughout the non-living areas of the building that DPS monitors for breeches of security or safety.

SECURITY CAMERAS: The DPS utilizes security cameras, in a professional and ethical manner, consistent with accepted legal rights of privacy. Nearly 200 security cameras are in use in both internal and external locations at all three campuses.

ELECTRONIC ACCESS: All university buildings and or offices can be secured by a key or electronic card access. Students are given electronic card access to their residence halls, and authorized faculty and staff are issued keys and or card access to their workplaces. After-hours access to locked academic buildings is restricted to authorized people holding keys or electronic access cards for the facilities.

EMERGENCY BLUE PHONES: Currently, NEIT has four emergency blue phones which are located on the East Greenwich campus. Two emergency blue phones are located in the WB Mason Lot, the third is located in the walkway between Meltzer Hall and Tech Way and the fourth is located at the basketball court.

XV. MAINTENANCE OF CAMPUS FACILITIES

Security and fire safety considerations go into the planning and design of all campus buildings. Sidewalks and building entrances are illuminated to provide well-traveled, lighted routes from parking areas to buildings, and to Meltzer Hall. DPS encourages NEIT community members to promptly report any security concerns, including concerns about locking mechanisms, lighting, or landscaping to the communications center. DPS works closely with Facilities Management to ensure prompt repair of maintenance issues that pose a safety or security concern to the community.

XVI. CRIME PREVENTION EDUCATIONAL PROGRAMS

The DPS Officers and Residence Life work together to enforce security measures in Meltzer Hall. Security programs are presented at least annually to NEIT residents to increase their awareness of safety and security in the residential facilities.

All students and employees are encouraged to be responsible for their own security to secure their belongings, and to report all criminal activities to appropriate authorities. Security procedures and crime prevention are reviewed at orientation for new students. Employees should talk to their supervisor about security procedures and crime prevention.

Annually, all students and employees are provided with copies of the Annual Security and Fire Safety Report and NEIT's Drug Free Campus Policy.

XVII. THE DRUG-FREE SCHOOLS AND COMMUNITIES ACT (DFSCA) OF 1989

The Drug-Free Schools and Communities Act (DFSCA) of 1989 requires institutions of higher education to establish policies that address unlawful possession, use, or distribution of alcohol and illicit drugs. The DFSCA also requires the establishment of a drug and alcohol prevention program.

ALCOHOL: NEIT prohibits the possession, use, or distribution of alcohol by students on NEIT property or in NEIT buildings or at NEIT sanctioned off-campus functions and activities regardless of the age of the student. Students are subject to disciplinary action if they possess, use, distribute alcohol on-campus, or at NEIT sanctioned off-campus functions or passively allow the distribution or consumption of alcohol to take place anywhere on NEIT property, including their residence hall room. NEIT further prohibits the possession, by students, of empty alcohol containers as well as alcohol paraphernalia, including but not limited to, beer bongs, and funnels.

The legal drinking age in Rhode Island is 21 years of age. Any student under the age of 21 who purchases or knowingly possesses an alcoholic beverage on or off campus is in violation of state law and in violation of NEIT policy. Any student who furnishes an alcoholic beverage to a person under the age of 21 years of age is also in violation of state law and in violation of NEIT policy.

In addition to unauthorized possession, use or distribution of alcohol listed above, disruptive behavior and/or damage related to the consumption of alcohol by a student is also in violation of NEIT policy and will be treated under NEIT's Student Conduct Policy and/or criminal laws.

NEIT prohibits the possession or use of alcohol on NEIT property by employees or invitees/guests of NEIT except at NEIT functions where NEIT's Executive Vice President has authorized the serving of alcohol. The use of alcohol on-campus functions must conform to state law and NEIT policy.

DRUGS: NEIT prohibits the unlawful manufacture, possession, dispensing, use or distribution of controlled substances and illicit drugs, marijuana and medical marijuana on NEIT property or in NEIT buildings or at NEIT sanctioned off-campus functions and activities. Students are subject to disciplinary action if they violate this prohibition or if they passively allow the use or distribution of controlled substances and illicit drugs, marijuana and medical marijuana to take place anywhere on NEIT property, including their residence hall room. NEIT prohibits the possession of drug paraphernalia, including but not limited to, bongs, Hookahs/water pipes, bowls, pipes, vapes and syringes (other than prescription medications).

Legal Sanctions
Illegal manufacture, possession, delivery and use of a controlled substance and alcohol are violations of State and/or Federal law. Penalties vary according to the type of substance, the amount in possession and/or delivered and the number and type of previous violations. Listed below are examples of some penalties/sanctions. The list is not intended to be a definitive explanation of the law, but rather a general representation of state and federal laws.

Controlled Substances
Manufacture, delivery, or possession with intent to manufacture or deliver a controlled substance
Imprisonment up to a term for life and/or a fine up to $500,000 for violators respecting Schedule I and II controlled substances; Imprisonment up to twenty years and/or a fine of up to $40,000 for violators respecting Schedule III and IV controlled substances (RIGL § 21-28-4.01).

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

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

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

Purchasing alcohol for, or procuring alcohol for a minor
A violator shall be guilty of a felony and subject to imprisonment not exceeding 6 months and/or a fine not exceeding $1,000 (RIGL § 3-8-11.2).

Unlawful drinking and misrepresentation by underage people
First offense, mandatory $100 fine. Second Offense, mandatory $250 fine and possible suspension of motor vehicle license for 6 months. Third and subsequent offenses, mandatory $500 fine and possible suspension of motor vehicle license for 1 year (RIGL § 3-8-6).

HEALTH AND OTHER RISKS ASSOCIATED WITH THE USE OF ILLICIT DRUGS AND THE ABUSE OF ALCOHOL

Drug and alcohol problems can affect anyone regardless of age, sex, race, marital status, place of residence, income level, or lifestyle.

You may have a problem with drugs or alcohol, if:

- You can't predict whether or not you will use drugs or get drunk.
- You believe that in order to have fun you need to drink and/or use drugs.
- You turn to alcohol and/or drugs after a confrontation or argument, or to relieve uncomfortable feelings.
- You drink more or use more drugs to get the same effect that you got with smaller amounts.
- You drink and/or use drugs while you are alone.
- You remember how last night began, but not how it ended.
- You have trouble at work or in school because of your drinking or drug use.
- You make promises to yourself or others that you'll stop getting drunk or using drugs.
- You feel alone, scared, miserable, and depressed
- If you have experienced any of the above problems, help is available.

Health Risks:
The use or abuse of alcohol and other drugs increases the risk for a number of health-related and other medical, behavioral and social problems. Below is a general description of the health risks associated with drug use.

***Alcohol*:** Can cause short term effects such as loss of concentration and judgment; slowed reflexes; disorientation leading to higher risk of accidents and problem behavior; long term effects include risk of liver and heart damage, malnutrition, cancer and other illnesses; can be highly addictive to some people.

***Amphetamines*:** Can cause short term effects such as rushed, careless behavior and pushing beyond your physical capacity, leading to exhaustion; tolerance increases rapidly; long term effects include physical and psychological dependence and withdrawal can result in depression and suicide; continued high doses can cause heart problems, infections, malnutrition and death.

***Cannabis*:** Can cause short term effects such as slow reflexes; increase in forgetfulness; alters judgment of space

and distance; aggravate pre-existing heart and/or mental health problems; long term health effects include permanent damage to lungs, reproductive organs and brain function; Can interfere with physical, psychological, social development of young user.

Cocaine **(crack)**: Can cause short term effects such as impaired judgment; increased breathing, heart rate, heart palpitations; anxiety, restlessness, hostility, paranoia, confusion; long term effects may include damage to respiratory and immune systems; malnutrition, seizures and loss of brain function; highly addictive.

Designer drugs/synthetic cannabinoids*:* (bath salts, K2, spice): Can cause short term effects such as elevated heart rate, blood pressure and chest pain; hallucinations, seizures, violent behavior and paranoia; may lead to lack of appetite, vomiting and tremor; long-term use may result in kidney/liver failure, increased risk of suicide and death.

Hallucinogens*:* (PCP, LSD, ecstasy, dextromethorphan): Can cause extreme distortions of what's seen and heard; induces sudden changes in behavior, loss of concentration and memory; increases risk of birth defects in user's children; overdose can cause psychosis, convulsions, coma and death. Frequent and long-term use can cause permanent loss of mental function.

Inhalants*:* (nitrous oxide, amyl nitrite, butyl nitrite, chlorohydrocarbons, hydrocarbons): Can cause short term effects such as nausea, dizziness, fatigue, slurred speech, hallucinations or delusions; may lead to rapid and irregular heart rhythms, heart failure and death; long-term use may result in loss of feeling, hearing and vision; can result in permanent damage to the brain, heart, lungs, liver and kidneys.

Opiates/Narcotics*:* (heroin, morphine, opium, codeine, oxycodone, China white): Can cause physical and psychological dependence; overdose can cause coma, convulsions, respiratory arrest and death; long term use leads to malnutrition, infection and hepatitis; sharing needles is a leading cause of the spread of HIV and hepatitis; highly addictive, tolerance increases rapidly.

Sedatives: Can cause reduced reaction time and confusion; overdose can cause coma, respiratory arrest, convulsions and death; withdrawal can be dangerous; in combination with other controlled substances can quickly cause coma and death; long term use can produce physical and psychological dependence; tolerance can increase rapidly.

Tobacco: (cigarettes, cigars, chewing tobacco): Can cause diseases of the cardiovascular system, in particular smoking being a major risk factor for a myocardial infarction (heart attack), diseases of the respiratory tract such as Chronic Obstructive Pulmonary Disease (COPD) and emphysema, and cancer, particularly lung cancer and cancers of the larynx and mouth; nicotine is highly addictive.

For an extensive list of health-related risks see: *The National Institute on Drug Abuse:* *http://www.drugabuse.gov*

Disciplinary Sanctions for Violations

Illegal drug or alcohol possession use or distribution on campus is subject to action by local, state and federal law enforcement agencies as well as by the university. NEIT is required to report convictions under local and state law to the federal government. Convictions may result in the loss of federal financial aid and/or expulsion from school for a student and the termination of employment for an employee.

Decisions regarding disciplinary sanctions against a student for the unlawful possession, use or distribution of illegal drugs or alcohol will be rendered after investigation by the Vice President for Student Support Services or his/her designee. Decisions regarding disciplinary sanctions against an employee for the unlawful possession, use or distribution of illegal drugs or alcohol will be rendered after investigation by the Executive Vice President or his/her designee.

Any student or employee who receives a disciplinary sanction or is convicted of unlawful possession or use of

illegal drugs or alcohol on school property or at any NEIT activity will be encouraged to complete an appropriate rehabilitation program at a public or private facility.

HELP IS AVAILABLE

Breaking free of the cycle of abuse is a difficult move for the drug user or alcoholic. But help is nearby - within NEIT and within your community.

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

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

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

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

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

XVIII. CRIME STATISTICS AND DAILY CRIME LOG

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

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

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

XIX. FIRE SAFETY REPORT FOR ON-CAMPUS RESIDENTS:

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

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

FIRE STATISTICS 2025

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

FIRE DRILLS HELD AT THE EAST GREENWICH CAMPUS – 2025

1. January 14, 2025, 2. March 27, 2025, 3. July 15, 2025, 4. October 9, 2025

POLICY REGARDING FIRE SAFETY EDUCATION AND TRAINING FOR STUDENTS AND EMPLOEES

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

No training is provided for students or employees in fire-fighting suppression activity, as this is inherently dangerous. Each community member's only duty is to exit safely and quickly, shutting doors along their exit path to contain the spread of flames and smoke; and activating the fire alarm. At no time should the closing of the doors or activation of the alarm delay exit from the building.

MUNICIPAL FIRE AND SAFETY LAWS AND REGULATIONS:

In order to maintain a healthy and safe living environment, New England Institute of Technology's (NEIT) residence hall complies with applicable state and municipal fire and safety laws and regulations. NEIT coordinates with the Town of East Greenwich Fire Department to ensure on-going compliance with fire safety laws and regulations. Ensuring a safe environment, however, requires the involvement of the entire NEIT community.

NEIT advises all residents to familiarize themselves with the emergency exits and evacuation routes from their locations. Evacuation diagrams are posted in all residence hall rooms. If for any reason there is no evacuation diagram in your area, immediately notify the Office of Auxiliary Services. Residents should also familiarize themselves with the location of fire alarm boxes.

Students should immediately report any fire by calling 911 or pulling a fire alarm. Extinguished fires must be reported to the Department of Public Safety. Students should also report any hazardous or potentially hazardous conditions to the Department of Public Safety.

Students who fail to comply with NEIT's Fire Safety Policy for Resident Students are subject to disciplinary action which may jeopardize their residency status.

FIRE ALARMS

All students and guests are required by Rhode Island state law to evacuate the residence hall building when a fire alarm sounds. If a fire alarm sounds, follow these instructions:

- Feel the door of your room to see if it is hot. If it is not hot, slowly open the door to check for smoke. If there is no smoke, close the windows, leave the light on, and walk briskly to the nearest exit.
- Do not use an elevator; use the nearest stairway.
- If the door is hot or the corridor is filled with smoke, return to your room and notify The Department of Public Safety. WAIT FOR A FIREFIGHTER BY THE WINDOW.
- Once outside, move away from the building to a designated assembly area (listed below).

Assembly areas are marked. Students will remain at the assembly area until informed by the fire department, the Department of Public Safety, or Residence Life staff that it is safe to re-enter the building.

EVACUATION OF RESIDENTS WITH DISABILITIES

Residents with a disability who are in need of evacuation assistance are responsible for notifying the Residential Life staff of their need. The Resident Life staff along with the Environmental Health & Safety Officer will work with the residents to ensure that they understand the building's fire protection systems and address any issues specific to their disability.

During a fire alarm, residents and guests with mobility impairments should move to the nearest exit and allow the heavy flow of residents to pass. If able, they should then exit the building and report to the assigned assembly point if possible. If they are unable to leave the building due to a mobility impairment, they should move to a designated Evacuation Assistance Location. These are located next to

the elevator, across from the main stairway (north side) on each floor and are marked with an "Evacuation Assistance Location" sign.
Anyone at the Evacuation Assistance Location should call (401) 234-5555 and inform NEIT Public Safety of their location. Have another resident inform Public Safety or a First Responder if you don't have a phone with you.

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

EMERGENCY EXITS AND EGRESS

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

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

The hanging of any combustible materials such as paper or cardboard in hallways and common areas is not allowed. Approved name tags are allowed on the outside of room doors. Designated areas are maintained by NEIT Residence Life Staff for posting notices.

FIRE PROTECTION EQUIPMENT

The use of fire equipment, except to extinguish a fire, is prohibited. Any person doing so will face disciplinary action and receive a fine and may be subject to criminal prosecution.

Sprinkler heads, heat detectors, smoke detectors, fire extinguishers, and fire alarm pull boxes shall remain unobstructed at all times. Items may not cover or be hung from the ceiling, light fixtures, sprinkler heads, smoke detectors, fire extinguishers, or fire exit doors**.** The area around these devices must be kept clear in order for them to function properly. Sprinkler heads must have eighteen inches of clearance from the distributor plate.

Obstructing, tampering with or causing fire alarm and firefighting equipment to become inoperable will lead to disciplinary action, a fine and possible criminal prosecution.

MELTZER HALL FIRE SAFETY SYSTEMS

Meltzer Hall is completely protected by sprinklers and fire alarm systems. The sprinkler is a wet system in all occupied spaces, with a dry system in the unheated attic area. The sprinkler system is tied into the fire alarm system. The fire alarm system is comprised of smoke detectors and manual pull stations located throughout the building. The fire alarm system also is equipped with a microphone allowing emergency instructions to be given via a speaker system.

If either system is activated, the alarm is immediately transmitted to the municipal fire department via a radio box. The system also sends an alarm to the University's Public Safety Dispatch center. The sprinkler system is inspected semi-annually, and the fire alarm system is inspected quarterly in compliance with the Rhode Island State Fire Code.

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

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

STUDENT ROOMS

ELECTRICAL

- NEIT prohibits all electrical wiring other than that which it provides.
- Extension cords are not allowed. UL approved power strips with a surge protector are allowed.
- Decorative LED string lights (miniature) are allowed. Not more than three (3) sets may be connected together, and they must be UL approved. All string lights must be hung properly and safely, ensuring intact cord insulation (no thumb tacks)

FURNITURE

The following types of furniture are prohibited:

- Upholstered furniture of any kind other than that provided by NEIT.
- Beanbag chairs.
- Inflatable furniture.
- Mattresses other than those provided by NEIT; and
- Egg crate foam (commercial mattress pads are allowed).

POSTERS, TAPESTRIES, AND OTHER DECORATIVE FURNISHINGS IN MELTZER HALL ROOMS: Bulletin boards, posters, and paper attached directly to the wall shall not exceed 20 percent of the wall area to which they are applied. Tapestries or large wall hangings must be flame retardant and should not exceed 50 percent of the wall to which they are applied. All items must be mounted at least 12 inches below the ceiling.

PROHIBITED ITEMS: The following items are prohibited in Meltzer Hall:

- Natural trees, candles, incense, warmers, flammable liquids, and flame lamps.
- Hookahs, electronic cigarettes, and other smoking devices. No smoking of any sort is allowed.
- Plug-in air fresheners (free-standing fresheners, sprays, and potpourri are allowed);
- Quartz halogen lamps, lava lamps, space heaters, electric blankets.
- Electric frying pans, hot plates, indoor grills, stoves, Woks, or other cooking appliances.
- Toasters, toaster ovens, broilers, popcorn poppers, air conditioners.
- Personal microwaves except as available through the approved NEIT vendor.
- Personal refrigerators except as available through the approved NEIT vendor.
- Coffee makers, curling irons, hair straighteners, irons, hot pots, and other such appliances, unless they have automatic shut off. Students must have proof of automatic shutoff.
- Gas or charcoal grills, explosives, fireworks, or fuels of any kind.
- Fog machines, hover-boards or other motorized devices; and
- Non-surge protected extension cords.

HEALTH AND SAFETY NSPECTIONS

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

DISCIPLINARY ACTION AND FINES

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

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

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

Plans for Future Improvement in Fire Safety: The University will continue campus wide fire alarm system upgrades and testing.

XX. MISSING STUDENT NOTIFICATION POLICY

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

Contact Person
Resident students who are 18 years of age or older, or who are emancipated minors, have the option, upon moving into Meltzer Hall, to identify a specific contact person who will be notified, by Public Safety or a local law enforcement agency, within 24 hours of a determination that a student is missing. The identity of that contact person will remain confidential with the exception of law enforcement and staff designated to respond to missing person reports.

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

Notification Procedures for Missing Persons
If a student is believed to be missing, defined as an individual who has not been seen or heard from for 24 hours or more and whose whereabouts is unknown, a report should be made to one of the following:

- Residence Hall Director
- Assistant Residence Hall Director
- Public Safety

When the report is made to residence hall staff, Public Safety will be contacted immediately, and staff will work with Public Safety. Cooperative efforts may include:

- Check of the missing student's residence hall room
- Contact attempts via cell phone, email or other means
- Identification of individuals who may have knowledge of the missing student's whereabouts

Public Safety will gather all essential information related to the missing person and conduct a thorough investigation. No later than 24 hours after the missing person report is first received, Public Safety will notify the individual's designated contact or (for persons under 18 years of age and not emancipated minors) the subject's parent or guardian to inform them that the resident student is believed to be missing.

Regardless of the student's age, emancipation status or whether the student has designated a contact person, Public Safety will, within 24 hours of the report, notify the local law enforcement agency with jurisdiction in the area where the student is missing.

All inquiries by the media or the general public regarding missing persons will be referred to the Executive Vice President. All public statements will be coordinated through that office**.**

XXI. DISCLOSURE OF DISCIPLINARY PROCEEDING RESULTS TO CRIME VICTIMS

NEIT upon written request, will disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the Next of Kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

XXII. HAZING POLICY

NEIT seeks to provide an educational environment free from all forms of hazing. Hazing violates not only university policies, but also may violate applicable law, in particular Rhode Island General Law, Title 11, Chapter 21. Hazing or tolerating hazing violates the Student Code of Conduct and may result in student conduct sanctions (individual or group) up to and including suspension, dismissal from the university, or degree revocation. Consent is not a defense to hazing and will not absolve an individual or group from a finding of responsibility for hazing under the Student Code of Conduct.

A. What is Hazing?

Hazing means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

1. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
2. causes or creates a risk, above the reasonable risk encountered in the course of participation in the university or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—
   a. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
   b. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
   c. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
   d. Causing, coercing, or otherwise inducing another person to perform sexual acts;
   e. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;

f. Any activity against another person that includes a criminal violation of federal, state, local, or tribal law; and
g. Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of federal, state, local, or tribal law.

B. What should I do if I think I am the victim of a witness to, or learn of hazing?
Anyone who is aware of or believes they have witnessed or have been subjected to hazing is encouraged to report the behavior through one of the following methods. Department of Public Safety, (401) 780-4705, or in person room S111A at the East Greenwich Campus. Each report of Hazing will be investigated by the Department of Public Safety and submitted to the Student Conduct Process.

C. Retaliation
The university prohibits retaliation against any individual who has made a good faith complaint, cooperated in the investigation of such a complaint, or participated in the Conduct Process. Anyone found to have engaged in retaliation may be subject to disciplinary action up to and including dismissal from the university.

XXIII. TITLE IX REPORTING, INVESTIGATION AND GREIVANCE PROCEDURES

1. **Policy Against Title IX Prohibited Conduct:** New England Institute of Technology ("NEIT") prohibits all forms of discrimination on the basis of sex in the education programs and activities that it operates and is required by Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations not to discriminate in such a manner. This prohibition on the basis of sex applies to Title IX sexual harassment, including dating violence, domestic violence, sexual assault, and stalking (collectively "Title IX Prohibited Conduct") as those terms are defined herein.

2. **Applicability and Scope:** This process is designed to address NEIT's responsibilities under Title IX of the Education Amendments of 1972 relating to Title IX Prohibited Conduct, including sex discrimination, dating violence, domestic violence, sexual assault, stalking, and sexual harassment (See Appendix A for definitions). This process applies to all NEIT students and employees.

The policy and procedures described herein only apply to allegations of sexual harassment that meet the Title IX regulatory definition of sexual harassment and that have occurred within NEIT's education programs or activities in the United States. For purposes of this policy, an education program or activity includes locations, events, or circumstances over which NEIT exercised substantial control over both the Respondent and the context in which the Title IX sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by NEIT.

3. **Title IX Prohibited Conduct:**

Title IX Sexual Harassment means conduct *on the basis of sex* that satisfies one or more of the following three categories: (1) Quid Pro Quo Sexual Harassment; (2) Hostile Environment Sexual Harassment; and/or (3) Sex-Based Crimes.

a. **Quid Pro Quo Sexual Harassment** occurs when an employee of NEIT conditions the provision of an aid, benefit, or service of NEIT on an individual's participation in unwelcome sexual conduct.

b. **Hostile Environment Sexual Harassment** occurs when unwelcome conduct is determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to NEIT's education program or activity.

c. **Sex-Based Crimes** occur when conduct constitutes "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

Sexual Assault includes the sex offenses of Rape, Sodomy, Sexual Assault with an Object, Fondling, Incest, and Statutory Rape.

- **Rape** is the carnal knowledge of a person, without the consent of that person, including instances where the person is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.

- **Sodomy** is oral or anal sexual intercourse with another person, without the consent of that person, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.

- **Sexual Assault with an Object** is the use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of that person, including instances where the person is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.

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

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

- **Statutory Rape** is non-forcible sexual intercourse with a person who is under the statutory age of consent. In Rhode Island the age of consent is 16.

Dating Violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on consideration of the following factors:

(1) The length of the relationship.
(2) The type of relationship.
(3) The frequency of interaction between the persons involved in the relationship.

Domestic Violence includes felony or misdemeanor crimes 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 receiving grant monies, **or** 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.

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

(1) fear for his or her safety or the safety of others; or
(2) suffer from substantial emotional distress.

Title IX Retaliation means intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX or the Title IX regulations, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy.

Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this policy, constitutes retaliation.

The following specific circumstances do not constitute retaliation:

- The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under this section.
- 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 part does not constitute retaliation prohibited under this section, 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 may be filed according to the policy described herein.

Confidentiality: NEIT will keep private the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of Title IX Prohibited Conduct, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, as may be required by the Family Educational Rights and Privacy Act ("FERPA").

In this context, privacy and confidentiality have distinct meanings.

- Privacy means that information related to a complaint will be shared with only a limited number of NEIT employees who "need to know" in order to assist in the assessment, investigation, and resolution of the report. All employees who are responsible for NEIT's response to Title IX Prohibited Conduct receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law. The privacy of student education records will be protected in accordance with FERPA, and the privacy of employee records will be protected in accordance with Rhode Island law and NEIT policy.

- Confidentiality exists in the context of laws that protect certain relationships, including those who provide services related to medical and clinical care, mental health providers, counselors, and ordained clergy. The law creates a privilege between certain health care providers, mental health care providers, attorneys, clergy, spouses, and others, with their patients, clients, parishioners, and spouses. NEIT makes available to students a Behavioral Health Counselor as a Confidential Resource for consultation regarding reports of Title IX Prohibited Conduct or other offenses, and those individuals are not required to report to or share any information with NEIT. Consultation with Confidential Resources does not constitute notice to NEIT.

- **When to Report Title IX Prohibited Conduct:** There is no specific time frame for individuals who have experienced Title IX Prohibited Conduct to make an initial report pursuant to this process. Individuals are, however, encouraged to make a report soon after the incident in question in order to maximize NEIT's ability to investigate and reach a finding because NEIT's ability to respond fully may be limited with the passage of time.

- **Reporting Incidents of Title IX Prohibited Conduct:** Any person may report Title IX Prohibited Conduct to the Title IX Coordinator, regardless of whether the person reporting is the person alleged to be a Complainant. Such a report may be made at any time (including during non-business hours) by telephone, electronic mail, or mail, using the contact information listed for the Title IX Coordinator below.

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

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

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

Title IX Coordinator Contact Information

- Name: Scott Freund
- Role: Title IX Coordinator
- Office Location: Executive Offices, 1 New England Tech Blvd, East Greenwich, RI
- Phone Number: (401) 739-5000
- Email Address: sfreund@neit.edu
- Office Mailing Address:
  New England Institute of Technology
  One New England Tech Boulevard
  East Greenwich, Rhode Island 02818

Option of Confidential Reporting: Individuals have the option to speak confidentially to NEIT's Behavioral Health Counselor.

Option of Reporting to Law Enforcement: Individuals who have experienced criminal violations are encouraged to report the incident to local law enforcement and have the option to do so. Formal reporting options include contacting the police department in the jurisdiction in which the incident occurred. If a Complainant chooses to report to law enforcement or pursue a criminal process, the Complainant may simultaneously pursue a formal complaint under this policy. Individuals are advised that if there is concurrent law enforcement activity, NEIT may temporarily delay its investigative or adjudicative process.

NEIT can provide Complainants with information and support in the process of reporting criminal conduct to law enforcement.

Regarding the involvement of law enforcement, the Complainant has several options, including: (1) to notify law enforcement authorities; (2) to be assisted by campus authorities in notifying law enforcement authorities if the Complainant chooses; or (3) to decline to notify such authorities. NEIT will comply with the Complainant's request for assistance in notifying law enforcement to the extent it is consistent with law. The Complainant's choice to report to law enforcement will not impact the provision of supportive measures.

4. Interim Measures:

Emergency removal from campus: Nothing in this part precludes NEIT from removing a Respondent from NEIT's education program or activity on an emergency basis, provided that NEIT undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Title IX Prohibited Conduct justifies removal, and provides the Respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

Supportive Measures: When a report of Title IX Prohibited Conduct is received, the Title IX Coordinator or designee will offer supportive measures. Supportive measures mean non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to NEIT's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the recipient's educational environment, or deter Title IX Prohibited Conduct.

Supportive measures may include but are not limited to counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures.

NEIT will maintain as confidential any supportive measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality does not impair the ability of NEIT to provide the supportive measures.

The Title IX Coordinator or his/her Designee is responsible for coordinating the effective implementation of supportive measures.

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

5. Requirements for Title IX Personnel

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

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

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

- Any technology to be used at a live hearing; and
- Issues of relevance of questions and evidence, including when questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant.

The Investigator(s) will receive additional training on:

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

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

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

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

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

Conflicts of Interest, Bias, and Impartiality: The Title IX Coordinator(s), Investigator(s), Decision-Maker(s), and Facilitator(s) of Informal Resolution Processes will make all reasonable efforts to ensure the formal complaint grievance process is facilitated in an impartial manner.

The Title IX Coordinator(s), Investigator(s), Decision-Maker(s), and Facilitator(s) of informal resolution processes may not have a conflict of interest for or against Complainants or Respondents generally or an individual Complainant or Respondent.

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

6. Filing a Formal Complaint

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

A formal complaint is a document signed by a Complainant, or signed by the Title IX Coordinator, against a Respondent. Where the Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a Complainant or otherwise a party. The formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information listed above for the Title IX Coordinator. For purposes of this definition, "document signed by a Complainant" means a document or electronic submission that contains the Complainant's physical or digital signature or otherwise indicates that the Complainant is the person filing the formal complaint.

After receiving a written notice of formal complaint, both the Complainant and the Respondent will be asked to identify any academic or other significant conflicts that would affect the timing of the investigation and/or live hearing.

7. Consolidation of Formal Complaints

NEIT may consolidate formal complaints under this policy when allegations arise out of the same facts or circumstances. In addition, a formal complaint of Title IX retaliation described herein may be consolidated with a formal complaint of Title IX sexual harassment under Title IX. Where the formal grievance process involves more than one Complainant or more than one Respondent, references made to the singular "party," "Complainant," or "Respondent" include the plural, as applicable.

8. Initial Assessment of a Formal Complaint

Upon receipt of a formal complaint, the Title IX Coordinator will evaluate whether the alleged conduct, if proven, would constitute a Title IX violation because it meets or could meet the definition of Title IX sexual harassment and occurred or could have occurred within the jurisdiction and scope required by Title IX as described herein. If the Title IX Coordinator determines that the conduct alleged in the formal complaint, if proven, will meet the aforementioned requirements, then the complaint will be investigated and adjudicated in accordance with the procedures outlined in this policy. If the Title IX Coordinator determines that the conduct alleged in the formal complaint, if proven, would not meet the aforementioned requirements, then the complaint will follow the dismissal process described below and NEIT may, if appropriate, refer the matter to another NEIT office.

9. Dismissal of a Formal Complaint

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

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

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

10. Informal Resolution

Once a formal complaint has been filed, at any time prior to NEIT reaching a determination regarding responsibility (See Section "XVIII"), the parties may request that NEIT facilitate an informal resolution process. Informal resolution does not involve a full investigation and adjudication like the formal grievance process. Rather, the informal resolution process uses mediation or other forms of dispute resolution with the goal that the parties will arrive at a mutually agreed-upon outcome. The informal resolution process cannot be used for cases involving allegations that an employee sexually harassed a student.

In order to engage in an informal resolution process, the Complainant must first file a formal complaint with the Title IX Coordinator. The process must be deemed appropriate for informal resolution by the Title IX Coordinator, and the Complainant and Respondent must voluntarily consent in writing to participate in the process.

To complete the informal resolution process, both parties must voluntarily agree to the outcome with the understanding that the outcome is final and will not be subject to further procedures under this policy, unless there is material evidence to show that a party engaged in misrepresentation or fraudulent conduct which impacted the resolution.

Both parties reserve the right to terminate the informal resolution process and may move forward with the formal grievance process any time prior to resolution. Such termination must be provided to the Title IX Coordinator in writing.

If the parties choose informal resolution, NEIT shall provide the parties with written notice, prior to initiating an informal resolution process that includes:

1) The allegations alleged by the Complainant.
2) The requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to

withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint; and

3) Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

If the parties elect to engage in an informal resolution, the time frames set forth herein will be suspended during the pendency of that process.

11. Formal Complaint Grievance Process Overview:

Once a formal complaint (as explained above) is filed, and the Title IX Coordinator has conducted the initial assessment and determined that the alleged conduct may proceed under this Title IX policy, the formal grievance process will commence (unless the parties have voluntarily chosen to and have met the requirements to proceed with an informal resolution process as described herein). The grievance process will include written notice of allegations, investigation with interviews of all parties and relevant witnesses, a live hearing that includes all parties and relevant witnesses led by a Decision-Maker(s), a written determination of responsibility, and the option for appeal.

NEIT will make all reasonable efforts to provide a prompt, equitable, fair and impartial resolution of student and employee complaints (as defined under Title IX and in the Clery Act), including providing a grievance process that treats Complainants and Respondents equitably by providing remedies to a Complainant where a determination of responsibility has been made against the Respondent, and by following its grievance process before imposition of any disciplinary sanctions or other actions that are not supportive measures. Remedies will be designed to restore or preserve equal access to NEIT's education program or activity. Such remedies may include the same individualized services offered as supportive measures; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent.

- **Written Notice of Allegations:** Upon receiving a formal complaint and completing the initial assessment, the Title IX Coordinator will provide written notice to all known parties within 5 calendar days that includes:

a. NEIT's grievance process, including any informal resolution process.

b. The allegations alleged by the Complainant to include sufficient details known at the time and with sufficient time to prepare a response before any initial interview. "Sufficient details" include the identities of the parties involved, if known; the conduct allegedly constituting the sexual harassment, if known; and the date and location of the alleged incident(s), if known.

c. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.

d. Information regarding the parties' right to have an advisor of their choice, who may be, but is not required, to be an attorney.

e. A statement that the parties may inspect, and review evidence as described in the "Investigation" section of this policy; and

f. A statement that NEIT prohibits knowingly making false statements or knowingly submitting false information in bad faith at any point in the grievance process. Individuals

who engage in this misconduct may be subject to disciplinary actions (see Appendix B below). Disciplinary action pursued against a party for knowingly making false statements or submitting false information in bad faith does not constitute retaliation prohibited under this policy, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement or provided materially false information in bad faith.

g. If in the course of an investigation, NEIT decides to investigate allegations about the Complainant or Respondent that are not included in the written notice of allegations described above, the Title IX Coordinator will provide written notice of the additional allegations to the parties whose identities are known.

12. Investigation of Formal Complaints of Title IX Prohibited Conduct

- **Overview of the Investigative Process**: Once a formal complaint is filed, and the Title IX Coordinator has conducted the initial assessment and determined that the alleged conduct may proceed under this Title IX policy, the Title IX Coordinator will appoint an Investigator to conduct a formal investigation into the allegations.

  The Investigator will contact the parties whose participation is invited or expected for an investigative interview and will provide written notice of the date, time, location, participants, and purpose of the meeting. Parties will be given reasonably sufficient time to prepare to participate.

  The Investigator will make all reasonable efforts to complete the investigative report within 60 business days of the date the written notice of formal complaint is sent to the parties. This time frame may vary depending on the size of the formal complaint, the amount of evidence to be considered, the number of people to be interviewed, and additional factors. If the investigative report is going to take longer than the time frame designated herein to complete, the parties and their advisors will be given notice.

  The parties and their advisors are not authorized to disseminate any portion of the investigative report sent to them through electronic or hardcopy means.

  Unauthorized video or audio recordings of investigative interviews are not permitted by the parties or their advisors.

- **Equal Opportunity Given to the Parties:** All parties have an equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.

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

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

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

receipts, photographs, etc. The Investigator may also consider additional documents, items, or other relevant information.

All parties will be given an equal opportunity to inspect and review any evidence obtained as a part of the investigation that is directly related to the allegations raised in the formal complaint. This includes evidence that NEIT does not intend to rely on in reaching a determination regarding responsibility; and inculpatory or exculpatory evidence, whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation.

- **Review of Evidence**: All parties must submit to the Investigator any evidence that they would like the Investigator to consider prior to the completion of the investigative report.

  Prior to the completion of the investigative report, NEIT will be sent to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic or hardcopy format. (Note: All evidence that was subject to the parties' inspection and review will be made available at the live hearing to give each party equal opportunity to refer to such evidence during the live hearing, including for purposes of questioning).

  Each party will be given 10 calendar days to submit a written response, which the Investigator will consider prior to completion of the investigative report.

- **Completion of the Investigative Report:** Either after the Investigator receives the parties' written responses or after the time limit has expired, the Investigator will create an investigative report that fairly summarizes the relevant evidence.

  At least 10 calendar days prior to the live hearing, the Investigator will send a copy of the investigative report in an electronic or hardcopy format to each party; their advisors, if applicable; and the Title IX Coordinator. The parties will be given the opportunity to review the investigative report and provide a written response.

13. Formal Grievance Process Live Hearing

NEIT's grievance process provides for a live hearing.

- **Role of the Decision-Maker(s):** Shortly after receiving the final investigative report, the Title IX Coordinator will appoint one or more Decision-Maker(s) to conduct the live hearing.

- **Written Response to the Final Investigative Report:** Prior to scheduling the live hearing, a Decision-Maker will contact each party to provide a deadline for which they can submit their written responses to the final investigative report.

- **Live Hearing Schedule:** Promptly after receiving the parties' written responses, a Decision-Maker will provide the parties, their advisors, and witnesses with written notice of the live hearing date, time, and location. In this notice, the parties will be asked to inform the Decision-Maker right away if there is a scheduling conflict that would make it impossible to attend the live hearing.

- **Live Hearing Location and Attendance:** At the request of either party, NEIT will provide for the live hearing to occur with the parties located in separate rooms. Live hearings may be

conducted with all parties physically present in the same geographic location; or, at the Title IX Coordinator's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually. In either of the aforementioned situations, NEIT will provide technology that enables the participants to simultaneously see and hear each other.

The only people permitted to attend the live hearing are the parties, their advisors, the witnesses, and designated NEIT personnel. The witnesses are only to be in attendance at the live hearing during the time in which they are offering information or answering questions. Otherwise, the witnesses are to be waiting in a designated room (or virtual room) until called upon.

- **Recording of Live Hearing:** NEIT will create an audio or audiovisual recording, or transcript of any live hearing. The choice of whether it is an audio or audiovisual recording, or transcript is made in the sole discretion of NEIT. The audio or audiovisual recording, or transcript will be made available to both parties for inspection and review. In compliance with disability laws, NEIT will ensure that all parties are properly accommodated with respect to use technology and reliance on visual, audio, or written communication.

- **Standard of Evidence:** Clear and convincing is the standard of evidence to be used to determine whether a Respondent is responsible for the prohibited conduct alleged in the formal complaint (see Appendix A for definition). This is the standard of evidence that will be applied to all formal complaints of prohibited conduct described in this policy, regardless of whether the Respondent is a student or employee of the institution.

- **Advisors:** The Complainant and the Respondent are entitled to the same opportunity to be accompanied to any related meeting or proceeding, including the live hearing, by the advisor of their choice, who may be, but is not required to be, an attorney; and NEIT may not limit the choice or presence of an advisor for either the Complainant or Respondent in any meeting or grievance proceeding, including the live hearing. Notwithstanding, the advisor must comply with the restrictions established by NEIT regarding the extent to which the advisor may participate in the proceedings. The restrictions are set forth below:

    - ***Meetings and Investigation Interviews*:** Advisors may not speak for or on behalf of any Complainant or Respondent during any meetings and/or investigation interviews. While an advisor cannot speak for or on behalf of the Complainant or Respondent during any meetings and/or investigation interviews, time will be granted for the advisor and the party to confer, if deemed appropriate, by the Investigator or NEIT personnel facilitating any meeting. The Investigator and NEIT personnel reserve the right to exclude an advisor from any meeting or investigation interview for failure to abide by these restrictions.

    - ***Live Hearings*:** Each party must have an advisor present at the Title IX live hearing. If a Complainant or Respondent does not have an advisor present at the live hearing, NEIT will provide one. NEIT reserves sole discretion to select the advisor provided. The advisor selected will be provided without cost to the Complainant or Respondent. The role of the advisor during the live hearing is solely to conduct questioning on the Complainant's or Respondent's behalf. At the live hearing, the Decision-Maker will permit each party's advisor to ask the other party and any witnesses relevant questions and follow-up questions, including challenging the credibility. It is the expectation of NEIT that the advisor will at all times act in a respectful and non-aggressive manner. The Decision-Maker reserves the right to exclude an advisor from the live hearing for failure to abide by these restrictions. Should an advisor be excluded from the live hearing, the party will be able to choose a new advisor, or one will be provided by NEIT.

Advisors are required to follow all procedures described in this policy. In a situation where an advisor engages in a material violation of this policy or does not abide by reasonable instruction from the Title IX Coordinator(s), Investigator(s), Decision-Maker(s), or other NEIT personnel, NEIT reserves the right to either limit or preclude the advisor from participation in the formal complaint grievance process. In the circumstance that an advisor is precluded from future participation, the party may select a new advisor of their choice or NEIT will provide an advisor for them.

- **Questioning During Title IX Live Hearings:** At the Title IX live hearing, the Decision-Maker(s) will permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including challenging the credibility.

  Before a party or witness answers a question, the Decision-Maker(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. The Decision-Maker(s) has complete discretion to make relevancy determinations.

  Questions will be asked directly, orally, and in real time from the advisors of the parties, not from the parties themselves. Advisors are permitted to ask the other party and witnesses relevant questions and follow-up questions, including questions that challenge credibility.

  The advisor may only ask relevant questions to each party and witness. Repetitive questions asked at the Title IX live hearing may be deemed irrelevant.

  If a party or witness does not submit to questions at the Title IX live hearing, the Decision-Maker(s) will not rely on any statement of that party or witness in reaching a determination regarding responsibility. The Decision-Maker(s) is prohibited from drawing an inference regarding the determination of responsibility based solely on a party's or witness' absence from the live hearing or refusal to answer questions.

- **Privileged Information:** NEIT will not require, allow, rely upon, or otherwise permit questions or use of evidence that constitutes, or seek disclosure of, information protected under a legally recognized privilege. Notwithstanding the foregoing, if a person holding such a privilege has waived the privilege, then the information may be used during an investigation or live hearing.

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

- **Evidence Pertaining to Sexual History:** Questions about or evidence of a Complainant's sexual predisposition is never considered relevant for the purposes of an investigative report or questioning in a live hearing.

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

- Such questions and evidence about the Complainant's prior sexual history are offered to prove that someone other than the Respondent committed the conduct alleged by the complainant; or
- Such questions and evidence concern specific incidents of the Complainant's prior sexual history with respect to the Respondent and are offered to prove consent.
- Questions or evidence about a Complainant's sexual history that do not meet the two exceptions described above are excluded from investigative reports and live hearings and are to be deemed irrelevant.

Request for Additional Materials or Sanction Statements: At the conclusion of the Hearing, the Decision-Maker(s) may ask the Parties to submit additional materials or Sanctions statements.

14. Written Determination Regarding Responsibility

Within 10 calendar days of either the conclusion of the live hearing or, if requested, receipt of additional materials or sanction statements, the Decision-Maker(s) will issue a written determination regarding responsibility. Before doing so, the Decision-Maker(s) will undertake an objective evaluation of all relevant evidence (including both inculpatory and exculpatory evidence). In addition, the Decision-Maker(s) will not make any credibility determinations based on a person's status as a Complainant, Respondent, or witness.

Upon a determination of responsibility using the clear and convincing evidence standard described herein, the Decision-Maker(s) will make their best effort to simultaneously issue a written determination regarding responsibility to both parties.

The written determination shall include:

1) Identification of the allegations potentially constituting Title IX Prohibited Conduct.
2) A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held.
3) Findings of fact supporting determination.
4) Conclusions regarding the application of the relevant policies to the facts.
5) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient imposes on the Respondent, and whether remedies designed to restore or preserve equal access to NEIT's education program or activity will be provided by NEIT to the Complainant; and
6) NEIT's procedures and permissible bases for the Complainant and Respondent to appeal.

The determination regarding responsibility becomes final either on the date that NEIT provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

15. Remedies and Disciplinary Sanctions

If the Decision-Maker(s) makes a determination that the Respondent is responsible for Title IX Prohibited Conduct, the Decision-Maker(s), in consultation with such other members of the administrative staff as deemed necessary, shall determine appropriate disciplinary action or sanctions to be taken against the Respondent. Disciplinary action or sanctions may include, but are not limited to, training, sanctions listed under NEIT's Student Conduct Policy, warning, reprimand, withholding of a promotion or pay increase, reassignment, suspension from school or from employment without pay, dismissal from NEIT, or termination of employment, as NEIT believes appropriate under the circumstances as further delineated in Appendix B.

Remedies will be designed to restore or preserve the Complainant's equal access to NEIT's education program or activity. The Title IX Coordinator or his/her Designee is responsible for effective implementation of any remedies.

16. Parties' Right to Appeal

Within 10 calendar days from the date that NEIT provided the parties with the written determination, either or both parties may file a written appeal from a determination regarding responsibility, and from NEIT's dismissal of a formal complaint or any allegations therein, on the following bases:

a) Procedural irregularity that affected the outcome of the matter.
b) New evidence that was not reasonably available at the time of the determination regarding responsibility or dismissal was made that could affect the outcome of the matter; or
c) The Title IX Coordinator, Investigator(s), or Decision-Maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

In all appeals, NEIT shall:

a) Ensure that the Appeal Officer for the appeal is not the same person as the Decision-Makers(s) who reached the determination regarding responsibility or dismissal, the Investigator(s), or the Title IX Coordinator.
b) Ensure that the Appeal Officer complies with the standards set forth in this policy.

Promptly after receiving the written appeal, the Appeal Officer will review the appeal to determine whether it falls within one of the three bases for appeal as described above. If it does, NEIT will promptly notify the other party when a valid appeal is filed and will implement appeal procedures equally for both parties. If it does not, the appealing party will be notified in writing.

The other party will be given 10 calendar days from the date of notification of the appeal to submit a written response to the appeal to the Appeal Officer.

Either after receiving the other party's written response to the appeal, or after the time for the other party to submit a written response has expired, the Appeal Officer will make a determination regarding the outcome of the appeal within 10 calendar days. The Appeal Officer's decision shall be final.

Upon determination of the outcome of the appeal, the Appeal Officer will provide written notice of the decision to both parties and will make all reasonable efforts to simultaneously notify said parties. This written notice will describe the rationale for the result of the appeal.

17. Potential Delays in the Informal Resolution Process or Formal Grievance Process

NEIT will make all reasonable efforts to abide by the timelines described throughout this policy. If the timeline for any stage of the informal resolution process or the formal complaint grievance process must be changed, the Complainant and Respondent will receive written notice of the temporary delay or limited extension of time frames and the reasons for the change. Possible reasons for temporary delays or extensions of time frames include, but are not limited to, the absence of a party or a party's advisor, concurrent law enforcement activity, the need for language assistance or accommodation of disabilities, etc.

18. Request for Extensions of Timelines from the Parties

If a party has good cause and needs an extension during the formal complaint grievance process, they can contact the Title IX Coordinator to request such an extension. It is within the Title IX

Coordinator's discretion to grant such a request. In the case that an extension is granted, the same extension will be given to the other party.

19. Recordkeeping

NEIT shall maintain for a period of seven years records of:

a) Each Title IX Prohibited Conduct investigation, including any determination regarding responsibility and any audio or audiovisual recording, or transcript; any disciplinary sanctions imposed on the Respondent; and any remedies provided to the Complainant designed to restore or preserve equal access to the recipient's education program or activity.
b) Any appeal and the result therefrom.
c) Any informal resolution and the result therefrom; and
d) All materials are used to train Title IX Coordinators, Investigators, Decision-Makers, and any person who facilitates an informal resolution process. NEIT shall make these training materials publicly available on its website.

For each response, NEIT shall create, and maintain for a period of seven years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of Title IX Prohibited Conduct. In each instance, NEIT shall document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to NEIT's education program or activity. If NEIT does not provide a Complainant with supportive measures, then NEIT shall document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit NEIT in the future from providing additional explanations or detailing additional measures taken.

Title IX - Definitions

Actual knowledge means notice of Title IX Prohibited Conduct or allegations of Title IX Prohibited Conduct to NEIT's Title IX Coordinator or any official of NEIT who has authority to institute corrective measures on behalf of NEIT. Officials of NEIT with authority to institute corrective measures are the Title IX coordinator.

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

An advisor is the person chosen by a party, who will attend the hearing with a party and conduct the oral cross-examination of the other party and witnesses. The advisor is permitted to be, but need not be, an attorney. If a party does not have an advisor, an advisor will be appointed by NEIT.

Clear and convincing is the evidence standard used to determine whether sufficient evidence has been presented to make it *highly probable to be true* that the Respondent engaged in the alleged Title IX Prohibited Conduct.

Complainant means an individual who is alleged to be the victim of conduct that could constitute Title IX Prohibited Conduct.

Consent is defined by NEIT as the act of knowingly and affirmatively agreeing to engage in a sexual activity. Consent must be voluntary. An individual cannot consent who is under the age of sixteen (16); or who is incapacitated* or substantially impaired** by any drug or intoxicant; or who has been compelled by force, threat of force, or deception; or who is unaware that the act is being committed; or whose ability to consent is impaired because of a mental or physical condition; or who is coerced by supervisory or disciplinary authority. Consent may be withdrawn at any time. Prior sexual activity or relationship does not, in and of itself, constitute consent.

* "Incapacitated" means a state where an individual is temporarily or permanently impaired to the extent where that person can no longer make a rational and informed decision to consent to sexual activity. Incapacitation may be caused by mental or physical disability, or when a person has consumed alcohol or other drugs, including prescribed medication. Individuals who are asleep or unconscious are incapacitated. A person who does not comprehend the "who, what, when, where, why or how" of a sexual interaction may be incapacitated. Evidence of incapacitation may include, but is not limited to, stumbling or shaky equilibrium, vomiting, slurred speech, bloodshot eyes, smell of alcohol, outrageous or unusual behavior, or unconsciousness (for short or long periods of time).

** "Substantially impaired" means that an individual lacks the ability to make informed, rational judgments and/or to coherently communicate those judgments.

"Document filed by a Complainant" means a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by NEIT) that contains the Complainant's physical or digital signature or otherwise indicates that the Complainant is the person filing the formal complaint.

Where the Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a Complainant or otherwise a party and must comply with the requirements of this part**.**

Formal complaint means a document filed by a Complainant or signed by the Title IX Coordinator alleging Title IX Prohibited Conduct against a Respondent and requesting that NEIT investigate the allegation of Title IX Prohibited Conduct. At the time of filing a formal complaint, a Complainant must be participating in or attempting to participate in the education program or activity of NEIT. For purposes of this policy, employment by NEIT constitutes participation in the education program or activity. A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information required to be listed for the Title IX Coordinator, and by any additional method designated by NEIT.

"Notice" includes, but is not limited to, a report of Title IX Prohibited Conduct to the Title IX Coordinator.

Respondent means an individual who has been reported to be the perpetrator of conduct that could constitute Title IX Prohibited Conduct.

Sanctions are individualized measures implemented after a hearing that may be disciplinary in nature, as described in Appendix B.

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to NEIT's education program or activity without unreasonably

burdening the other party, including measures designed to protect the safety of all parties or the recipient's educational environment, or deter Title IX Prohibited Conduct.

Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. NEIT must maintain as confidential any supportive measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of NEIT to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

Remedies and Sanctioning Guidelines

A. Remedies

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

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

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

1. Remedies Relating to the Respondent

Remedies relating to all Respondents could include the following restrictions:

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

Additionally, for student Respondents, remedies could include the following restrictions:

e. Limiting or denying housing on campus or part of campus (e.g., not permitting Respondent to live near the Complainant)
f. Requiring that the Respondent not enroll in a course that the Complainant is enrolled in or teaching
g. Limiting or prohibiting attendance at campus parties or social events.

Additionally, for faculty or teaching Respondents, remedies could include the following restrictions:

h. Limiting or denying certain advising activities
i. Limiting or denying certain teaching activities
j. Limiting access to students in private spaces

Remedies for all Respondents could include the affirmative requirement for personalized education or coaching.

2. Additional Remedies for the Complainant

Additional remedies for the Complainant will be directed by the Decision-Maker(s) and/or Title IX Coordinator, and could include:

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

3. Timeframe for Remedies

The Decision-Maker(s) should indicate a time frame for the remedies (noting that it might be appropriate for some remedies to have different time frames, e.g., no leadership position for two years and no housing for three years.) Restrictions should be put in place for a certain amount of time to achieve the appropriate remedy.

4. Implementation

The Title IX Coordinator, or designee, is responsible for effective implementation of any remedies under this Title IX grievance procedure. Remedies may be modified by the Title IX Coordinator as circumstances change over the course of a Complainant's or Respondent's student or work career at NEIT. The request for reconsideration may be submitted to the Title IX Coordinator, and the basis for such reconsideration will be limited to whether, given the changed circumstances, the remedies are ones that could have been issued by reasonable persons. Upon request by a party to reconsider a remedy, which if granted would impact on the other party, the Title IX Coordinator will provide notice and an opportunity to respond to the other party. The Title IX Coordinator's decision on reconsideration will be provided in writing and maintains jurisdiction over the remedies as the parties move through NEIT.

B. Sanctions

Every finding of Title IX Prohibited Conduct is a serious matter and requires an appropriate sanction issued after individualized review. A finding of Title IX Prohibited Conduct could lead to termination/separation from NEIT for faculty, staff, and postdoctoral fellows, as well as expulsion for students. The Decision-Maker(s) must impose sanctions that reflect the seriousness of the incident and the harm caused to the Complainant and, as relevant, NEIT community.

NEIT offers the following guidance for disciplinary sanctions for all findings of Title IX Prohibited Conduct. The Decision-Maker(s) may consult with the Title IX Coordinator or other appropriate NEIT office in crafting sanctions.

The Decision-Maker(s) will decide on the sanctions as the Decision-Maker(s) deems appropriate for the particular case.

1. Most Serious Offenses, Termination/Expulsion

While any incident of Title IX Prohibited Conduct is cause for concern and may lead to separation/termination or expulsion depending on the individual circumstances of the case, NEIT considers the following offenses to be particularly egregious and likely warrant separation/termination or expulsion unless there are significant mitigating circumstances that overcome the presumption:

a. Rape, sodomy, sexual assault with an object including an aggravating factor
b. Domestic or dating violence with a serious injury
c. Any violation including two or more aggravating factors

2. Aggravating Factors

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

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

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

3. Mitigating Factors

a. The Respondent did not have an intent to violate NEIT policy.
b. The Respondent has taken responsibility for their actions.
c. Other considerations that a reasonable Decision-Maker(s) would rely on

4. Other Sanctions

Following a determination that termination/expulsion is not appropriate, a Decision-Maker(s) may consider other sanctions. The offenses listed above in Section B.1. are extremely serious and (in instances in which termination/expulsion is not warranted), for student and faculty Respondents, separation from NEIT for some period of time is expected.

A Decision-Maker(s) should consider the aggravating factors listed above in Section B.2. when imposing sanctions. When one or more aggravating factors are present, the Decision-Maker(s) should impose a sanction that includes a reflection of the seriousness of the aggravating factor(s).

a. For Students

Aside from expulsion, other sanctions could include the following:

- Suspension from NEIT for a period of between one and twelve (12) quarters (that is, up to three academic years)
- Delay in the conferral of degree for a period of between one and twelve (12) quarters (that is, up to three academic years) – this sanction is only available for students in their final quarter at NEIT.
- Probation with a suspension period of one or two quarters – time away from NEIT is not immediately imposed but should the Respondent face any other disciplinary matter at NEIT, that decision-making body would be informed in the sanction phase that the student was on probation, would consider the probation as an aggravating factor in setting discipline, and would minimally impose the suspension period as an actual suspension.
- Probation – Should the Respondent face any other disciplinary matter at NEIT, that decision-making body would be informed in the sanction phase that the student was on probation and would consider the probation as an aggravating factor in imposing discipline.
- Required personalized education or coaching
- Community service hours

b. For Faculty

Beyond termination, other sanctions include the following:

- Suspension for a period of time
- Denying a pay increase for a period of time
- Denying the opportunity for promotion
- Letter in personnel file
- Public or private censure
- Required personalized education or coaching

c. For Staff

Beyond termination, other sanctions include the following:

- Suspension for a period of time
- Denying a pay increase for a period of time
- Denying the opportunity for promotion
- Written warning in personnel file
- Required personalized education or coaching

XXIV. SEXUAL VIOLENCE RISK REDUCTION – GENERAL SAFETY TIPS

Warning Signs of Abusive Behavior: There are many signs of an abusive relationship. The most telling sign is fear of your partner. If you feel like you have to walk on eggshells around your partner—constantly watching what you say and do in order to avoid blowing-up—chances are your relationship is unhealthy and abusive. Other signs that you may be in an abusive relationship include a partner who belittles you or tries to control you, and feelings of self-loathing, helplessness, and desperation.

- Despite what many people believe, domestic violence and abuse is not due to the abuser's loss of control over his or her behavior. In fact, abusive behavior and violence is a deliberate choice made by the abuser in order to control you.
- Call 911 if you need immediate assistance or have already been hurt.
- For advice and support, call the National Domestic Violence Hotline at 1-800-799-7233 (SAFE).

How to Avoid Potential Attacks: A majority of sexual assaults are committed by someone known to the victim. According to the U.S. Department of Justice National Crime Victimization Study (2005), 73% of sexual assaults are committed by a non-stranger, such as a friend or acquaintance (38%), intimate partner (28%), or relative (7%). Though only a potential perpetrator can prevent sexual assault by not committing the act, there are steps you can take to improve your safety and reduce your risk of becoming a victim.

- Trust your instincts and be yourself. If you feel unsafe, or uncomfortable, in any situation, go with your gut. Don't worry about what others think; your own safety comes first.

- Use your cell phone as a tool. Make sure it's fully charged before you leave home, and if you find yourself in an uncomfortable situation, shoot a quick text for a "friend-assist." Make a plan before you go out just in case your phone dies or loses signal, so you can meet up with your friends at a specific location at a certain time.

- Be careful when leaving status or away messages online and when using the "check-in" feature on Facebook or Instagram. Leaving information about your whereabouts reveals details that are accessible to everyone. Use common sense so that someone can't track your every move. If you wouldn't give the information to a stranger, then don't put it on your online profile.

- Wait to let your guard down until people earn your trust. Attending university can foster a false sense of security. Don't assume people you've just met will look out for your best interests; remember that they are essentially strangers.

- When you date someone, communicate clearly about limits. By communicating openly with each other, you ensure that you are both aware of each other's limits from the beginning. Both verbal and nonverbal (body language) communication can be used to ensure the message is understood.

- Don't be afraid to hurt someone's feelings. If you find yourself in an unsafe situation, it's okay to come up with an excuse as to why you have to go. It's better to make up a reason to leave than to stay in a possibly dangerous situation. Your safety comes before someone else's feelings.

- If you see something, say something! Intervene if a situation seems questionable or if someone's safety is at risk. By taking action, you can prevent a crime from being committed. Remember you can also call security or the police.

- Stick with your friends and watch out for each other. Arrive together, check in with one another throughout the night, and leave together. Think twice about going off alone and if, for whatever reason, you have to separate from your friends, let them know where you are going and who you are with.

- Drink responsibly and know your limits. Don't accept drinks from people whom you don't know or trust and never leave your drink unattended. If you have left your drink alone, get a new one. Always watch your drink being prepared. At parties, stick to drinks you got or prepared yourself instead of common open containers like punch bowls.

- Watch out for your friends. If a friend seems out of it, is way too intoxicated for the amount of alcohol he or she has had, or is acting out of character, get him or her to a safe place. If you suspect that you or a friend has been drugged, call 911. Be explicit with the health care provider so they can administer the correct tests.

- Be aware of your surroundings. Whether you're walking to your car or off-campus at a party, be mindful of potential risks. Think of a safe exit strategy. Are there people around who might be able to help you?

- You have the right to say "No" even if you: Have been kissing or "making out"/ Have had sex with this partner before/ Say yes but change your mind.

(*General Safety Tips adapted from RAINN (Rape, Abuse, & Incest National Network)*

XXV. EDUCATIONAL PROGRAMS TO PROMOTE THE AWARENESS OF RAPE, ACQUAINTANCE RAPE, SEXUAL ASSAULT, DOMESTIC AND OR DATING VIOLENCE, STALKING AND OTHER FORCIBLE AND NON-FORCIBLE SEX OFFENSES

Primary prevention and awareness programs to promote the awareness of rape, acquaintance rape, sexual assault, domestic violence, dating violence, and stalking are conducted with incoming students and employees. On-going prevention and awareness campaigns to promote the awareness of rape, acquaintance rape, sexual assault, domestic violence, dating violence, and stalking for students are conducted by the Office of Student Support Services.

XXVI. BYSTANDER INTERVENTION IN INCIDENTS OF SEXUAL VIOLENCE

There is no universal response when intervening to prevent sexual violence--every situation is different. Safety is key in deciding when and how to respond to sexual violence. Every person must decide for him/herself the safest and most meaningful way to become an engaged bystander. The

following are ideas on how one can maintain safety while being an engaged bystander:
If you witness sexual violence, get support from people around you. You do not have to act alone.
Practice with friends and family about what you would say and how you would say it.
When intervening, be respectful, direct, and honest.
If you see or hear something and you do not feel safe, contact the police.

(Adapted from National Sexual Violence Resource Center – Info & Stats for Journalists "Engaging Bystanders" 2013)

XXVII. STATE OF RHODE ISLAND CRIMINAL DEFINITIONS OF SEXUAL VIOLENCE

First degree sexual assault – A person is guilty of first-degree sexual assault if he or she engages in sexual penetration with another person, and if any of the following circumstances exist:
(1) The accused, not being the spouse, knows or has reason to know that the victim is mentally incapacitated, mentally disabled, or physically helpless.
(2) The accused uses force or coercion.
(3) The accused, through concealment or by the element of surprise, is able to overcome the victim.
(4) The accused engages in the medical treatment or examination of the victim for the purpose of sexual arousal, gratification, or stimulation.

Second degree sexual assault – A person is guilty of a second-degree sexual assault if he or she engages in sexual contact with another person and if any of the following circumstances exist:
(1) The accused knows or has reason to know that the victim is mentally incapacitated, mentally disabled or physically helpless.
(2) The accused uses force or coercion.
(3) The accused engages in the medical treatment or examination of the victim for the purpose of sexual arousal, gratification or stimulation.

Third degree sexual assault – Commonly known as '*statutory rape*' - A person is guilty of third-degree sexual assault if he or she is over the age of eighteen (18) years and engaged in sexual penetration with another person over the age of fourteen (14) years and under the age of consent, sixteen (16) years of age.

First degree child molestation sexual assault – A person is guilty of first-degree child molestation sexual assault if he or she engages in sexual penetration with a person fourteen (14) years of age or under.

Second degree child molestation sexual assault – A person is guilty of a second-degree child molestation sexual assault if he or she engages in sexual contact with another person fourteen (14) years of age or under**.**

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, without the consent of the victim.

Domestic Violence: Domestic Violence includes, but is not limited to, any of the following crimes when committed by one family or household member against another: Simple assault; Felony assaults; Vandalism; Disorderly conduct; Trespassing; Kidnapping; Child-snatching; Sexual assault; Homicide; Violation of a protective orders; Stalking; Refusal to relinquish or to damage or to obstruct a telephone; Burglary and Unlawful Entry; Arson; Cyber-stalking and cyber-harassment; Electronic tracking of motor vehicles and Assault by strangulation.

Stalking: Any person who:

(1) "Course of conduct" means a pattern of conduct composed of a series of acts over a period of time, evidencing a continuity of purpose. Constitutionally protected activity is not included within the meaning of "course of conduct."
(2) "Harasses" means a knowing and willful course of conduct directed at a specific person with the intent to seriously alarm, annoy, or bother the person, and which serves no legitimate purpose. The course of conduct must be such as would cause a reasonable person to suffer substantial emotional distress or be in fear of bodily inju**ry.**

Dating Violence: Dating Violence means a pattern of behavior where one person uses threats of, or actually uses, physical, sexual, verbal or emotional abuse to control his or her dating partner.

XXVIII. SEX OFFENDER REGISTRATION - The Campus Sex Crimes Prevention Act of 2000 is a federal law that provides for the tracking of convicted sex offenders enrolled at, or employed by, institutions of higher education. NEIT is required to inform the campus community that law enforcement agency information provided by the State of Rhode Island under section 170101(j) of the Violent Crime Control and Enforcement Act of 1994 concerning registered sex offenders may be obtained from the Rhode Island Parole Board Sex Offender Community Notification Unit website, http://www.paroleboard.ri.gov/level3_notification.htm or by contacting the Warwick Police Department, tel. 401-737-2244 or East Greenwich Police Department, tel. 401-884-2244.

XXIX. QUICK ACCESS GUIDE PHONE NUMBERS

Emergency 911

Public Safety Dispatch, East Greenwich Campus
Emergency number: 401-234-5555 or 5555
Non-Emergency number: 401-780-4705

Public Safety Post Road Campus
401-780-4706
401-255-8868

Public Safety Access Road Campus
401-780-4707
401-255-5529

NEIT Title IX Coordinator
EVP Scott Freund 401-739-5000

NEIT Director of Public Safety
Pamela Moffatt-Limoges 401-780-4347

NEIT Student Support Services
401-739-5000 ext.3441

NEIT Office of Teaching and Learning
401-739-5000 EXT-3441

NEIT Residence Life
401-739-5000 ext. 3560

NEIT Environmental, Health and Safety Officer
401-739-5000 ext. 3706

NEIT Auxiliary Services
401-739-5000 ext. 3653

NEIT Facilities Manager
401-739-5000 ext. 3716

NEIT University Operator
401-739-5000

East Greenwich Police
General Information: 401-884-2244

East Greenwich Fire Department
General Information: 401-886-8688

Warwick Police
General Information: 401-468-4200

Warwick Fire Department
General Information: 401-468-4000

Rhode Island State Police
General Information: 401-444-1000

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

Samaritans Emergency Line
401-714-2388
(Suicidal Behavior**)** 401-272-4044

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

INCIDENCES OF CRIMINAL OFFENSES REPORTED BY CAMPUS

Richard I. Gouse, East Greenwich, RI, Campus

East Greenwich Campus	On-Campus			Meltzer Hall			Public Property			Non-Campus Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Crimes Reported												
Murder/Nonnegligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Assault/Harassment	0	0	2	0	0	2	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	2	0	0	2	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	1	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Hazing	X	0	0	X	0	0	X	0	0	X	0	0
VIOLENCE AGAINST WOMEN ACT (VAWA) OFFENSES												
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
ARRESTS AND DISCIPLINARY REFERRALS												
Liquor Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Referrals	9	15	16	8	15	16	0	0	0	0	0	0
Drug Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Drug Referrals	10	9	6	7	9	6	0	0	0	0	0	0
Weapons Arrests	0	0	1	0	0	1	0	0	0	0	0	0
Weapons Referrals	2	0	2	0	0	2	0	0	0	0	0	0
HATE CRIMES												
Larceny/Theft	0	0	0	0	0	0	0	0	0	0	0	0
Assault	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0	0	0	0	0	0	0
Bias Incident	0	0	2	0	0	1	0	0	0	0	0	0

INCIDENCES OF CRIMINAL OFFENSES REPORTED BY CAMPUS
Julian B. Gouse – Post Road Campus, Warwick, RI

Post Road Campus	On-Campus			Public Property			Non-Campus Property		
	2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
Murder/Nonnegligent Manslaughter	0	0	**0**	0	0	**0**	0	0	**0**
Negligent Manslaughter	0	0	**0**	0	0	**0**	0	0	**0**
Rape	0	0	**0**	0	0	**0**	0	0	**0**
Fondling	0	0	**0**	0	0	**0**	0	0	**0**
Statutory Rape	0	0	**0**	0	0	**0**	0	0	**0**
Incest	0	0	**0**	0	0	**0**	0	0	**0**
Aggravated Assault	0	0	**0**	0	0	**0**	0	0	**0**
Robbery	0	0	**0**	0	0	**0**	0	0	**0**
Burglary	0	0	**0**	0	0	**0**	0	0	**0**
Motor Vehicle Theft	0	0	**0**	0	0	**0**	0	0	**0**
Arson	0	0	**0**	0	0	**0**	0	0	**0**
Hazing	X	0	**0**	X	0	**0**	X	0	**0**
VIOLENCE AGAINST WOMEN ACT (VAWA)									
Domestic Violence	0	0	**0**	0	0	**0**	0	0	**0**
Dating Violence	0	0	**0**	0	0	**0**	0	0	**0**
Stalking	0	0	**0**	0	0	**0**	0	0	**0**
ARRESTS AND DISCINPLINARY REFERRALS									
Liquor Law Arrests	0	0	**0**	0	0	**0**	0	0	**0**
Liquor Law Referrals	0	0	**0**	0	0	**0**	0	0	**0**
Drug Arrests	0	0	**0**	0	0	**0**	0	0	**0**
Drug Referrals	0	0	**0**	0	0	**0**	0	0	**0**
Weapons Arrests	0	0	**0**	0	0	**0**	0	0	**0**
Weapons Referrals	0	0	**0**	0	0	**0**	0	0	**0**
HATE CRIMES									
Larceny/Theft	0	0	**0**	0	0	**0**	0	0	**0**
Assault	0	0	**0**	0	0	**0**	0	0	**0**
Intimidation	0	0	**0**	0	0	**0**	0	0	**0**
Vandalism	0	0	**0**	0	0	**0**	0	0	**0**

INCIDENCES OF CRIMINAL OFFENSES REPORTED BY CAMPUS
Access Road Campus, Warwick, RI

Access Road Campus	On-Campus			Public Property			Non-Campus Property		
	2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
Murder/Nonnegligent Manslaughter	0	0	**0**	0	0	**0**	0	0	**0**
Negligent Manslaughter	0	0	**0**	0	0	**0**	0	0	**0**
Rape	0	0	**0**	0	0	**0**	0	0	**0**
Fondling	0	0	**0**	0	0	**0**	0	0	**0**
Statutory Rape	0	0	**0**	0	0	**0**	0	0	**0**
Incest	0	0	**0**	0	0	**0**	0	0	**0**
Aggravated Assault	0	0	**0**	0	0	**0**	0	0	**0**
Robbery	0	0	**0**	0	0	**0**	0	0	**0**
Burglary	0	0	**0**	0	0	**0**	0	0	**0**
Motor Vehicle Theft	0	0	**0**	0	0	**0**	0	0	**0**
Arson	0	0	**0**	0	0	**0**	0	0	**0**
Hazing	X	0	**0**	X	0	**0**	X	0	**0**
VIOLENCE AGAINST WOMEN ACT (VAWA)									
Domestic Violence	0	0	**0**	0	0	**0**	0	0	**0**
Dating Violence	0	0	**0**	0	0	**0**	0	0	**0**
Stalking	0	0	**0**	0	0	**0**	0	0	**0**
ARRESTS AND DISCINPLINARY REFERRALS									
Liquor Law Arrests	0	0	**0**	0	0	**0**	0	0	**0**
Liquor Law Referrals	0	0	**0**	0	0	**0**	0	0	**0**
Drug Arrests	0	0	**0**	0	0	**0**	0	0	**0**
Drug Referrals	0	0	**0**	0	0	**0**	0	0	**0**
Weapons Arrests	0	0	**0**	0	0	**0**	0	0	**0**
Weapons Referrals	0	0	**0**	0	0	**0**	0	0	**0**
HATE CRIMES									
Larceny/Theft	0	0	**0**	0	0	**0**	0	0	**0**
Assault	0	0	**0**	0	0	**0**	0	0	**0**
Intimidation	0	0	**0**	0	0	**0**	0	0	**0**
Vandalism	0	0	**0**	0	0	**0**	0	0	**0**