RHODE ISLAND SCHOOL OF DESIGN

2026 ANNUAL SECURITY AND FIRE SAFETY REPORT (ASFSR)

Prepared by the Department of Public Safety
Includes Crime and Fire Statistics for Calendar Years 2023, 2024 & 2025

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Welcome to Rhode Island School of Design!

This document is intended to provide you with information on campus safety practices and programs, crime statistics, policies and procedures for reporting emergencies and crimes on campus as well as fire safety and statistics. It is published electronically on RISD's website and the Department of Public Safety's (DPS) webpage, and paper copies are available at DPS, 30 Waterman Street/South Hall or by emailing pubsafe@risd.edu. DPS works closely with members of the campus community to provide a safe, welcoming environment for academics, studio experiences, work and residential life.

Rhode Island School of Design is a private, nonprofit college founded in Providence, Rhode Island in 1877—making it one of the first art and design schools in the US. Approximately 2,500 students from around the world are engaged in liberal arts studies and rigorous, studio-based learning at RISD (pronounced "RIZ-dee"), where they engage in more than 40 full-time bachelor's and master's degree programs. Additionally, each year RISD Continuing Education serves approximately 3,400 individual students totaling over 8,000 enrollments; approximately 2,700 individual students enroll in adult, children, and youth courses, and 600 students in Pre-Collegiate Programs.

Should you have any questions or need more information, please reach out.

Sincerely,

Antone D. Souza, Jr.

Antone D. Souza, Jr.
Director, Department of Public Safety
401-454-6666

Reporting Crimes and Emergencies and RISD Response

Prompt and Accurate Reporting

DPS strongly encourages members of the RISD community to promptly and accurately report all crimes, public safety incidents, and emergencies to DPS or the local police department, including when the victim elects to, or is unable to, make such a report. Crime and incidents should be reported as soon as possible so that RISD may assess the need for a timely warning or emergency notification.

Reporting Crimes and Emergencies to the RISD Department of Public Safety (DPS)

Members of the RISD community (students, staff, faculty, visitors) are encouraged to immediately report all crimes, emergencies, medical crises, accidents, suspicious behavior, or other public safety-related incidents that occur on campus or within RISD's Clery Act geography to the RISD Department of Public Safety (DPS). DPS may be reached 24/7 by:

- Calling **401-454-6666** to reach our Dispatch Office
- Visiting:
    - DPS Main Office located at 30 Waterman Street/South Hall, Providence, RI
    - DPS Booth at 15 Westminster Street, Providence, RI
- Utilizing the emergency Blue Phone kiosks located throughout campus

DPS is designated by RISD as the official office for campus crime and emergency reporting. DPS evaluates all reports to determine when Timely Warning, Emergency Notification or other messaging should be sent and how crimes should be disclosed in the Daily Crime Log and/or Annual Security and Fire Safety Report. Reports may form the basis of criminal charges (violations of Rhode Island state or federal law) and/or college conduct discipline (violations of the RISD's Codes of Conduct).

RISD Code of Student Conduct

As members of the RISD community, students are engaged in the concurrent pursuit of academic and artistic excellence and social responsibility. The Code of Student Conduct establishes standards for the ways in which the student community interacts in that pursuit, and policies, procedures and consequences for dealing with instances in which those standards are not met.

The Code is not a criminal code and does not operate like one. RISD's expectations for its student members are significantly higher than the bare minimum prescribed by law. Conduct that is legal may still be considered unacceptable within the RISD community. The standards, policies, procedures and consequences set forth in the Code are intended to serve as a component of RISD's educational mission—to guide students in their growth as members of the RISD and broader communities. "Preponderance of the evidence" is the standard of proof used to decide all student conduct matters. Preponderance of evidence is a less rigorous standard than "beyond a reasonable doubt" and "clear and convincing" and means that "it is more likely than not" that the respondent(s) engaged in the alleged misconduct.

Local Police Departments

Criminal reports may also be filed directly with the Providence Police Department by calling 911 or 401-272-3121. If a crime is reported at RISD's Tillinghast Place, located in Barrington, RI, a report may be filed with the Barrington Police Department by calling 911 or 401-437-3935. If a crime is reported at the Westerly Education Center, located in Westerly, RI, a report may be filed with the Westerly Police Department by calling 911 or 401-596-2022. Members of the RISD community have the right to report a crime to Providence Police, Barrington Police and/or Westerly Police departments. Upon request, DPS officers can assist members of the RISD community with filing police reports. Once a report is filed with a police department, the decision to prosecute is made at the discretion of the Rhode Island State Attorney General.

Rhode Island State Police

Reports for some crimes may also be filed directly with the Rhode Island State Police by calling 911 or 401-444-4000.

Campus Security Authorities

As part of the Jeanne Clery Campus Safety Act, RISD has identified a list of Campus Security Authorities (CSAs) to whom crimes are reported. These individuals have been notified of their responsibility to report necessary information to DPS when they receive a report of a Clery Act crime on Clery Act defined campus geography. Campus Security Authorities report crimes to DPS, which are then reviewed. Campus Security Authorities include members of the RISD community who have significant responsibility for student and campus activities including:

- Department of Public Safety personnel and other individuals with campus security responsibilities including those responsible for monitoring entrance into college properties, such as parking enforcement staff, event security staff and patrol staff.
- Individuals designated by the campus including any individual or organization specified in an institution's statement of campus security policy as one to which students and employees should report criminal offenses such as the Vice President of Human Resources, the Vice President of Student Life, the Director of Residence Life, etc.
- Other officials with significant responsibility for student and campus activities, including those students and staff involved in student housing, student discipline and campus judicial proceedings, students who serve as judicial or student conduct affairs officials, people who oversee student extracurricular activities, athletic team coaches or advisors, faculty advisors and those who oversee other student programs.

Off-Campus Crime Reports

If the Providence Police Department, Barrington Police Department, Westerly Police Department and/or the Rhode Island State Police are contacted about criminal activity off campus involving RISD students, these departments may notify the Department of Public Safety. Students in these cases may be subject to arrest by the local or state police and college disciplinary proceedings through the RISD Office of Student Conduct (of which the standard is preponderance of the evidence).

Voluntary Confidential Reports

Rhode Island School of Design encourages anyone who is the victim of or witness to any crime to promptly and accurately report the incident to the Department of Public Safety or the local or state police department by calling 911. A voluntary procedure is in place to anonymously capture crime statistics disclosed confidentially to professional counselors as well as physicians, nurses or nurse practitioners assigned to Health Services.

Confidential Crime Reporting – Pastoral and Professional Counselors

Pursuant to the Clery Act, pastoral and professional counselors are not considered CSAs when acting in their counseling roles. A pastoral counselor is defined as an employee who is associated with a religious order or denomination recognition as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor. A professional counselor is defined as an employee whose official responsibilities include providing psychological counseling to members of the institution's community and who is functioning within the scope of his or her license or certification, including professional counselors who are under contract to provide counseling, and those who are not yet licensed but are acting as a professional counselor under the supervision of an individual who is licensed or certified. (An example is a Ph.D. counselor-trainee acting under the supervision of a professional counselor at the institution.)

RISD does not currently employ pastoral counselors; however, professional counselors are available to students through Counseling and Psychological Services (CAPS) and Health Services. Although crimes reported to these counselors are not required to be reported by an institution under the Clery Act, as a matter of policy, these counselors are encouraged, if and when deemed appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary and confidential basis so that incidents of crime that are reported exclusively to such counselors will be included in the annual crime statistics if they occurred within the Clery Act geography. Additionally, the Director of CAPS and the Director of Health Services work with DPS to make confidential crime reports to assess for Timely Warning or other messaging considerations without disclosing personal identifying information.

External Reporting

In addition, individuals may speak with others unaffiliated with RISD, without concern that those unaffiliated are required to disclose information to the institution without permission, including but not limited to:

- External licensed professional counselors and other medical providers;
- Local advocates and crisis counselors;
- Domestic violence resources;
- Local or state assistance agencies;
- Clergy/Chaplains; and/or
- External attorneys

Anonymous Reports

If a student has reported an incident to DPS or a Campus Security Authority at RISD, but wishes to remain anonymous or requests that no investigation into a particular incident be conducted or disciplinary action taken, then RISD will weigh this request against its obligation to provide a safe environment for all students. The student should be aware that if RISD decides to honor a request for confidentiality, RISD's ability to meaningfully investigate the incident and pursue disciplinary action against the alleged offender will be limited. In addition, when deemed necessary to protect the interests of the community, RISD may not be able to honor a student's request for confidentiality made to a Campus Security Authority. Non-personally identifiable statistics from anonymous reports are included in RISD's Annual Security Report.

RISD also provides an option to anonymously report complaints of discrimination, discriminatory harassment, and sexual violence including sexual assault, dating violence, domestic violence and stalking by filling out and submitting this form online.

Response to Reports of Crime

DPS operates a 24/7 Dispatch Center located at 30 Waterman Street in South Hall, in Providence, RI. There is an additional security monitoring station at 15 West located at 15 Westminster Street in Providence, RI. In response to a report or request, DPS will dispatch an officer to respond immediately to all emergency calls via portable, mobile and fixed two-way radio communications with 911 response as appropriate. All reported crimes will be investigated. Those who report a crime are provided with on- and off-campus referrals and resources as needed. When reporting a crime or placing an emergency call, remember to stay on the line and wait for the dispatcher to end the call.

Programs Regarding Campus Security Procedures and Practices

RISD strives to be proactive in security awareness, crime prevention and safety, by providing programs related to campus security procedures and practices. Seminars, nationally certified courses, briefings, and initiatives are designed to minimize crimes on campus while creating an atmosphere where RISD community members learn to take more responsibility for their own security and that of others. Some programs offered at RISD are specifically targeted towards students or employees while others are open to the entire RISD community. These programs include:

Orientation Seminars for New Students and Parents Annually offered via online webinars and in person, when allowed, orientation seminars provide new students and their parents with information about services, programs and safe campus practices at RISD.

Orientation Seminars for International Students Annually offered via online webinars and in person, when allowed, these seminars provide international students with information about services, programs and safe campus practices, specific to their needs.

Rape Aggression Defense (RAD) Training At least annually offered in person and instructed by certified DPS personnel, when allowed, RAD is a national program offering women self-defense tactics and training. A men's class is also offered.

Cardio-Pulmonary Resuscitation and First Aid At least annually offered in person and instructed by certified DPS personnel, when allowed, CPR and First Aid classes certify participants in AED use and response to emergency medical situations.

ALICE Training (Alert, Lockdown, Inform, Counter, Evacuate) At least annually offered in person, when allowed, ALICE is designed to teach proactive survival strategies in violent intruder situations. Several DPS personnel are certified instructors.

Residence Life Staff training At least annually, members of Residence Life staff participate in a number of training sessions taught by DPS and other employees, including Clery Act Overview and CSA training, Title IX Overview and others.

College Safety Day An annual day of safety training, in-person when allowed, providing a wide range of courses and experiences including workplace safety, fire extinguisher training, CPR and First Aid, ALICE and other subjects as appropriate.

Code Blue Phone kiosks Code Blue is an electronic, interactive, voice communication and lighting system that provides quick, reliable incident response to emergency situations or suspicious circumstances. The phones are located throughout campus in bright blue kiosks and feature a flashing blue strobe light when activated.

Locations:

- Benefit/Meeting Street—Colonial Apartments
- 13 Waterman Street—Lower Entrance
- 48 Waterman Street—East Hall
- 60 Waterman Street—North Hall Main Entrance & 2nd Floor Entrance
- Benefit/College Street—College Building
- 55 Angell Street—Refectory
- Benefit/Waterman Street—RISD Beach
- 55 Canal Street—Illustration Studies Building (ISB)
- Chace Plaza
- DeFoe Place—Woods-Gerry Parking Lot
- DeFoe Place—Defoe Lot 1(Lower)
- 345 South Main Street–Continuing Education
- 231 South Main Street–BEB
- 161 South Main Street
- 7 North Main Street—Auditorium Main Entrance & Alley Entrance
- North Main/College Street
- Prospect at Olive Street
- 169 Weybosset Street—CIT Building
- 189 Canal Street
- 130 Point Street

RISDRides Operating during the academic year, RISDRides is an on-call shuttle service providing door-to-door transportation from 5:30 pm–2:30 am, seven days a week. RISD community members can access RISDRides through the My RISD App to view the service area and call for a ride.

Property Registration Students can register bicycles, scooters and high-value electronics with DPS to assist in reuniting lost property with an owner or provide information for recovery if an item is stolen or lost.

Bicycle Lock Exchange Students may exchange cable or other less secure bicycle locks for a more secure U-lock along with education about proper locking, storage and campus locations for bicycle storage and lockup.

Do You Know Your ABV's An in-person training program about safe alcohol consumption for the campus community that teaches students the importance of pouring standard drink sizes, understanding the alcohol by volume of their beverages and understanding how their blood alcohol content impacts their ability to function.

Alcohol Education & Other Drugs Inservice Training Student Resident Advisors and Advocates for Inclusion in Residence attend alcohol and other drug education to help support the live-in paraprofessional staff's ability to create a safe living environment covering such topics as naloxone administration training, substance use and misuse and Code of Conduct violations.

The Red Flag Campaign uses a bystander intervention strategy to address and prevent sexual assault, dating violence, and stalking on campus. The campaign encourages friends and other campus community members to say something when they see warning signs ("red flags") for sexual assault, dating violence, or stalking in another person's relationship.

Sex Week is an annual collaborative initiative between the Center for Student Involvement (CSI), Residence Life, Health Education + Promotion, Equity & Compliance, and Intercultural Student Engagement that provides RISD community members with a week of comprehensive, engaging, queer-inclusive, culturally competent, and medically accurate programming focused on sexual health, education, and pleasure.

Sexual Assault Awareness Month is an annual initiative led by Equity & Compliance, in collaboration with Health Education + Promotion, the Center for Student Involvement (CSI), Residence Life, Disability Support Services, Graduate Student Services, and Intercultural Student Engagement (ISE) that provides RISD community members with a month of prevention programming on bystander intervention strategies, knowledge on rights under Title IX, effective consent practices, dating and domestic violence resources, and strategies to enhance privacy when navigating stalking and/or cyberstalking.

Community Responsibility and Safety Tips

Members of the RISD community can assume responsibility for their own personal safety and the security of their personal property. You may find more information about programs and services by calling The Department of Public Safety (DPS) at 401-454-6666, accessing our website https://info.risd.edu/public-safety/, or coming to the DPS office in person at 30 Waterman Street, Providence, RI 02903. The following precautions provide guidance:

- Report all suspicious activity immediately to DPS by phone
- If you feel unsafe, contact DPS by phone

- Do not allow someone to enter a building without activating their RISD access identification card
- Do not let someone use your RISD access identification card for unauthorized entry
- Report lost or stolen RISD access identification cards immediately to DPS
- Do not prop open exterior or interior doors
- Avoid walking alone at night. Use RISDRides when possible
- Never leave valuables (purses, wallets, phones, laptops, etc.) unattended
- Register your bicycle and electronic valuables with DPS's property tag program
- Lock your bicycle to a RISD rack or in an interior bike room
- Exchange your bicycle cable lock for a RISD lock through the DPS Lock Exchange Program
- Download the RISD app for campus safety information, including how to call DPS

RISD Department of Public Safety Authority, Jurisdiction, and Working Relationships

Department of Public Safety Authority

The Department of Public Safety (DPS) at RISD is responsible for crime prevention, safety education, policy enforcement, security and emergency safety and medical response on campus in Providence, RI. DPS also tracks Clery Act statistics and provides public safety in partnership with the Barrington Police Department for an event and classroom space located at Tillinghast Place in Barrington, RI. DPS is guided by established policy and procedure.

The Department of Public Safety is under the leadership of the Director of Public Safety who reports to the Senior Vice President of Finance & Administration. Institutional Clery Act compliance initiatives are managed by the Director of Public Safety. DPS is open 24 hours a day/seven days a week at 30 Waterman Street/South Hall, Providence, RI and 15 West/15 Westminster Street, Providence, RI and staffed by approximately 30 employees. Command Staff are responsible for the administrative operation of patrol, security, medical and fire operations at RISD. Public Safety Sergeants and Public Safety Officers, who are certified as Emergency Medical Technicians, patrol the campus, provide emergency communications and staff at both fixed and mobile posts at the booth in 15 Westminster—a residential and multi-use building—and as assigned. Public Safety Dispatchers monitor and provide emergency communications utilizing radios, telephones and other electronic platforms from the office at 30 Waterman Street. Facility Monitors provide security, communications and monitor surveillance cameras from the DPS booth at 15 Westminster. Building access control and video surveillance systems are managed and maintained by Card Services staff assigned to DPS. DPS contracts with private agency security staff to provide supplemental security staffing needs for parking, special events and details as needed. RISDRides, operated by a private service, is an on-call safety shuttle service that operates during the academic year and is managed by DPS.

DPS Patrol Officers and Sergeants complete annual ongoing training as assigned by the Director of Public Safety. Training topics may include but are not limited to: criminal, civil and federal law, the Clery Act, Title IX, sexual assault and violence response, evidence preservation, anti-bias and inclusivity topics, incident de-escalation, mental health crisis response, incident command and emergency operations, cardio-pulmonary resuscitation, advanced medical training, first aid and instructor certifications in various

community policing courses. All DPS Sergeants and Patrol Officers are required to become certified as Emergency Medical Technicians (EMTs) and complete the Rhode Island College and University Public Safety Academy (RICUPSA) within two years of hire. All Sergeants and Patrol Officers and some DPS command staff are trained in LOCK-UP and certified to carry batons, handcuffs and Oleoresin Capsicum (OC) spray. Training may include in-person and online training held on or off campus, attendance at conferences or municipal academies or during shift roll-call. Many staff are certified instructors in training subjects and community policing courses such as LOCK-UP, ALICE, RAD and bicycle and pedestrian safety.

RISD Department of Public Safety personnel and any contracted security officers are not sworn and non-commissioned and have no official powers of arrest. Contracted non-commissioned security officers staff special events, assist with vehicle and crowd control and perform duties as access monitors. They work under the direction of the Director of Public Safety and immediately report crime and emergency incidents to Public Safety. DPS personnel may investigate incidents and detain individuals until the arrival of local police.

Department of Public Safety Jurisdiction

The Department of Public Safety's jurisdiction encompasses its Clery Act geography including the main or core campus in Providence, RI; the Tillinghast event and classroom space in Barrington, RI; campus residence halls, buildings or facilities; public property adjacent to, and accessible from, on-campus property; and leased, rented or otherwise recognized and/or controlled buildings, spaces or facilities within the campus area. DPS and any contracted security employees do not have an expanded patrol jurisdiction beyond the buildings, facilities and property the college owns or otherwise controls.

Department of Public Safety Working Relationships

The Department of Public Safety at RISD falls under the jurisdiction of the Providence Police Department (PPD). The Tillinghast location falls under the jurisdiction of the Barrington Police Department (BPD). RISD Continuing Education courses held at the Westerly Education Center fall under the jurisdiction of the Westerly Police Department. DPS maintains a close working relationship, partnering with officers and command staff to prevent, identify and solve problems while keeping campus properties safe and secure. Criminal incidents may be investigated by the Department of Public Safety for RISD administrative purposes in conjunction with Student Conduct, Equity & Compliance, and Human Resources (as it relates to employee conduct). For incidents involving criminal charges, RISD is under the jurisdiction of the Providence Police Department, Barrington Police Department, Westerly Police Department, and the Rhode Island State Police. These departments conduct their own independent criminal investigations and press charges with assistance from DPS as requested and/or required. RISD has no written memorandums of understanding (MOU) or agreements with the Rhode Island State Police, Providence Police Department, the Barrington Police Department, Westerly Police Department or any other law enforcement agency.

RISD does not have any off-campus student organizations, however, the state and local police agencies may closely monitor off-campus student residences for criminal activity

and share that information with RISD to assist with the RISD conduct process for such violations.

RISD and our neighbor, Brown University, share a dual-degree program. The Brown University Police Department and RISD DPS work closely together, sharing information and resources to keep our campus communities safe. RISD is also a member of the Rhode Island College and University Public Safety Association (RICUPSA), a consortium of public safety and police departments from schools throughout Rhode Island. RICUPSA meets monthly to share information and resources and also sponsors an annual campus public safety academy required for new employees.

Security of and Access to the RISD Campus Facilities

RISD campus properties are integrated with East Side and downtown Providence buildings, parks and other areas. The RISD Facilities Department with advice and support from the Department of Public Safety, creates, improves and maintains landscaping to minimize safety hazards and increase crime prevention. Paths, sidewalks, parking lots and building exteriors are illuminated. DPS patrols routinely inspect and report malfunctioning lights and hazardous conditions to the Facilities Department for correction. RISD community members may report malfunctioning and/or hazardous equipment to the Facilities Department through an online work order system. Access control and camera surveillance systems in addition to Blue Phone kiosks and fire detection, suppression and reporting systems, provide additional safety and security. Updated and improved security measures are implemented during building renovation and construction projects and assessed regularly.

During normal business hours, some RISD administrative and academic buildings are open and accessible to students, staff, faculty and visitors. Building hours during the academic year and school breaks differ. After-hours access is gained by users authorized through the access control system overseen by RISD Card Services. DPS patrols the interior of all campus buildings as well as campus property.

Access to residential halls is restricted to students, approved guests or visitors and authorized staff controlled through an access control system. DPS officers routinely patrol common areas and outside spaces of residential buildings while also responding to emergencies or calls for service inside. More extensive interior security patrols of residential buildings are conducted by DPS during breaks or when students are not in residence. Student Life employees and student staff also enforce campus policies and conduct inspections within the residential halls. These inspections are scheduled as needed.

Emergency Communications

Under the Clery Act, RISD uses timely warnings and emergency notifications to inform the campus community of potential threats against which they can take preventative measures. The messaging program is known as RISDAlert. In addition, RISD uses campus safety/crime notification messaging when the campus needs to be alerted about an incident or emergency that does not fall under the Clery Act guidelines for timely warnings and emergency notifications. RISD will immediately notify the campus

community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus. These messages help to create and promote a safe campus environment.

Timely Warnings

The Department of Public Safety is responsible for issuing Timely Warning messages in compliance with the Clery Act. These warnings alert students, faculty and staff in a timely manner to Clery crimes that occur on Clery geography that may present a serious or ongoing threat to the campus community and are disseminated via campus-wide RISDAlert messaging. These warnings withhold the names of victims as confidential and are meant to aid in the prevention of similar occurrences. Whether or not a situation requires a Timely Warning will be decided on a case-by-case basis considering the facts surrounding an incident, such as the nature of the crime, the continuing threat to the campus community and the possible risk of compromising law enforcement efforts. Timely Warnings are issued for specific and serious Clery Act crimes that occur on campus or public property in the Clery Act geographic area. Timely Warnings may also be instituted for other crime classifications as deemed necessary. RISD is not required to issue a Timely Warning with respect to crimes reported to a professional counselor. Timely Warnings are issued as soon as pertinent information is available.

Clery Act crimes that may trigger a Timely Warning message include:

- Murder/Non-negligent Manslaughter
- Aggravated Assault
- Robbery and Burglary
- Sexual Assault (including VAWA crimes of Dating and Domestic Violence, Stalking)
- Arson
- Hate Crimes
- Other Clery Act crimes as determined relevant by the Director of Public Safety

To issue a Timely Warning, a decision team composed of the Senior Vice President of Finance and Administration, the Vice President for Campus Services, the Chief Marketing and Communications Officer, the Vice President for Student Life, Special Assistant to the President, General Counsel and other RISD officials as appropriate determine if there is a serious or continuing threat to the community and if promulgation of a Timely Warning is warranted. Information included in a Timely Warning may include:

- A succinct statement of the incident
- Possible connection to previous incidents, if applicable
- Physical description of the suspect
- Date, time and general location where the incident occurred
- Other relevant crime prevention tips and information
- Updates to the Timely Warning notice
- Clearing the Timely Warning notice once the threat is over

The Director of Public Safety, in consultation with the decision team, will develop and promulgate the Timely Warning message as follows:

- RISDAlert
- Email messages
- Text messaging to cell phones of those enrolled in RISDAlert
- Emergency.risd.edu website
- Other methods deemed necessary that may be used in the information dissemination process

The Director of Public Safety or designee is also responsible for making updates to the Timely Warning notice and alerting the community when the threat is over.

Emergency Notifications

RISD uses RISDAlert as its primary Emergency Notification system (via Rave) to immediately notify students and employees upon confirmation that there is a significant emergency or dangerous situation involving an immediate threat to the health and/or safety of students or employees occurring on campus. Community members are instructed how to add or update their contact information through the emergency website. The notification to the campus community may contain only the information that is reasonably necessary to promote the safety of the campus community as dictated by the situation. An Emergency Notification will be released as soon as reasonably necessary without delay, unless notification will compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency. After the initial notification, follow-up information will be disseminated to the community via the mediums listed below. An Emergency Notification may be related to criminal activity that is not subject to the Timely Warning standard required by the Clery Act. Examples of situations that may constitute RISD's decision to issue an Emergency Notification include, but are not limited to:

- When serious injuries may occur or have occurred, for example, a building collapse, building explosion or fire
- A major disruption to campus operations, for example, a natural disaster, weather-related situation, major power outage, water emergency or serious act or threat to campus property

Confirmation of an emergency or dangerous situation can originate from various sources including, but not limited to, reports from first responders, reports from established warning points, reports from other campus offices, reports from community members or dispatch. Upon confirmation of an emergency situation that requires an immediate response, the Director of the Department of Public Safety or designee will communicate immediately with the decision team to implement the notification process. The decision team is composed of the Senior Vice President of Finance and Administration, the Vice President for Campus Services, the Chief Marketing and Communications Officer, the Vice President for Student Life, the Special Assistant to the President, General Counsel and other RISD officials as appropriate.

The Director of Public Safety, in consultation with the decision team develops and promulgates the Emergency Notification message distributed as follows:

- RISDAlert system
- Email messages
- Text messaging to cell phones of those enrolled in RISDAlert
- Emergency.risd.edu website
- Other methods deemed necessary that may be used in the information dissemination process

If the decision team determines that notification of audiences other than students and employees is necessary and appropriate, RISD's procedures for disseminating emergency information to the larger community will include making pertinent information available on the website www.risd.edu. In addition, the college may provide emergency information to area broadcast media as appropriate.

RISD's emergency notification system is tested annually. The Director of Public Safety or designee notifies the campus community of the test, including information on the system and procedures for adding or changing personal information for notification purposes.

RISD Campus Safety/Crime Notifications

A RISD campus safety or crime notification may be sent to inform the RISD community of crimes or incidents that do not meet the requirements of a Timely Warning or Emergency Notification. This messaging is designed to provide crime prevention and awareness of specific incidents and/or provide information and instructions.

Upon confirmation of a situation that requires a campus safety or crime notification, the Director of the Department of Public Safety or designee will communicate with members of the decision team to implement the notification process. The decision team is composed of the Senior Vice President of Finance and Administration, the Chief Marketing and Communications Officer, the Vice President for Student Life, Special Assistant to the President, General Counsel and other RISD officials.

The Director of Public Safety, in consultation with the decision team, develops and promulgates the campus safety/crime notification message, which may be distributed as follows:

- RISDAlert system
- Email messages
- Text messaging to cell phones of those enrolled in RISDAlert
- Emergency.risd.edu website
- Other methods deemed necessary that may be used in the information dissemination process

Daily Crime and Fire Log

The Department of Public Safety maintains a daily combined crime and fire safety log that meets all Clery Act requirements. The daily crime log includes the nature, date, time,

general location of each crime that occurs within the institution's Clery Geography, and the disposition of the complaint, if known. Crime log entries are made within two business days of the report of the information, unless the disclosure is prohibited by law or would jeopardize the confidentiality of the victim. RISD may withhold this information if there is clear and convincing evidence that releasing it would jeopardize an ongoing criminal investigation or safety of the individual, cause the suspect to flee or evade detection, or result in the destruction of evidence. RISD will disclose any withheld information once the adverse effect is no longer likely to occur.

The daily fire log includes the nature, date, time, and general location of each fire. Fire log entries are made within two business days.

The log covering the past 60 days is available for public inspection upon request at the DPS administrative office at 30 Waterman Street/South Hall, Providence, RI during normal business hours. The Department of Public Safety will make any portion of the log that is older than 60 days available for inspection within two business days of a request. Copies may also be accessed electronically by emailing pubsafe@risd.edu.

Preparation of Annual Clery Act Crime Statistics

RISD's Department of Public Safety is charged with collecting data, preparing the Annual Fire Safety and Security Report and distributing the report. At the beginning of each calendar year, the Clery Compliance Coordinator completes an analysis of all crimes reported to the Department of Public Safety. Crime statistics are gathered from the core campus and buildings owned or controlled by RISD and used for educational purposes. The Clery Compliance Coordinator compares referrals/arrests to ensure that duplicated reporting does not occur. Data is collected from the following:

- RISD Department of Public Safety
- Providence Police Department
- Barrington Police Department
- Westerly Police Department
- RISD Campus Security Authorities
- RISD Equity & Compliance
- RISD Student Life/Student Conduct

A written request for statistical information is made on an annual basis to all Campus Security Authorities, Equity & Compliance, Student Conduct, and Providence and Barrington Police departments.

Clery Act Geography Definitions

In the Annual Security Report, institutions are required to record crimes by location. Explained below, the three categories of locations subject to reporting are: campus, non-campus building or property, and public property. Please see the map for details. Note that the RISD crime statistics table also separates the campus classification incidents into campus residential property and campus property.

Campus is defined as:

i. Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and
ii. Any building or property that is within or reasonably contiguous to the area identified in paragraph (i) of this definition, that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or other retail vendor).

Non-campus Building or Property is defined as:

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

Public Property is defined as:

The area that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, street, other thoroughfare or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to, the institution's educational purposes.

See Appendix for the 2023, 2024 and 2025 Clery Geography RISD Campus Maps.

Definitions of Clery Act Reportable Crimes

Murder/Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Negligent Manslaughter: The killing of another person through gross negligence.

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

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

Burglary: The unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle.

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

*Sexual Assault (from the Violence Against Women Act (VAWA))**:*** An offense that meets the definition of rape, fondling, incest or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

> Rape: Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, or by a sex-related object. This definition also includes instances in which the victim is incapable of giving consent because of temporary or permanent mental or physical incapacity (including due to the influence of drugs or alcohol) or because of age. Physical resistance is not required on the part of the victim to demonstrate lack of consent.
>
> Fondling: The intentional touching of the clothed or unclothed genitals, buttocks, grown, breast, or other body parts of the Complainant by the Respondent without the consent of the Complainant for the purpose of sexual degradation, sexual gratification, or sexual humiliation; or the forced touching by the Complainant of the Respondent's clothed or unclothed genitals, buttocks, groin, breasts, or other body parts without consent of the Complainant for the purpose of sexual degradation, sexual gratification, or sexual humiliation.
>
> Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
>
> Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent (in Rhode Island, the age of consent is 16).

Domestic Violence (from VAWA): A felony or misdemeanor crime of violence committed:

i. By a current or former spouse or intimate partner of the victim
ii. By a person with whom the victim shares a child in common
iii. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner
iv. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
v. By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating Violence (from VAWA): Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

i. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship.
ii. For the purposes of this definition
    a. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
    b. Dating violence does not include acts covered under the definition of domestic violence.
iii. For the purposes of complying with the requirements of this section and § 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

It should be understood that dating violence and domestic violence applies to any pattern of coercive behavior that is used by one person to gain power and control over a current or former intimate or dating partner. This pattern of behavior may include, but is not limited to, the use or attempted use of physical abuse or sexual abuse, emotional and psychological intimidation, threats, verbal abuse, stalking, isolation, and/or economic control.

Stalking (from VAWA):

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

Hate Crimes: A criminal offense manifesting evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Hate crimes include any of the following offenses that are motivated by bias: murder and non-negligent manslaughter, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property
AND
Larceny-Theft: The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.
Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily

injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.
Intimidation**:** Unlawfully placing another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
Destruction/Damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

*Arrests and Referrals for Disciplinary Action***:** Under the Clery Act, institutions must also report arrests and referrals for campus disciplinary action for liquor law violations, drug abuse violations and weapons law violations.
Weapons Law Violations: The violations of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons.
Drug Abuse Violations: The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance.
Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence or drunkenness.

Unfounded Crimes: Under the Clery Act, RISD must report and disclose in its annual security report statistics the total number of crime reports that were “unfounded” and subsequently withheld from its crime statistics during each of the three most recent calendar years. A crime is unfounded if a reported crime is investigated by law enforcement authorities and found to be false or baseless, meaning that the crime did not occur or was never attempted. Only sworn or commissioned law enforcement personnel may “unfound” a crime. RISD DPS officers are not sworn or commissioned; therefore, the department does not classify reports as unfounded.

Statement Regarding Marijuana/Cannabis: On May 25, 2022, The Rhode Island Cannabis Act (R.I. Gen. Laws § 21-28.11) became law legalizing the personal use and licensed retail sale of marijuana to those age 21 or older. The act allows adults aged 21 and up to possess (up to one ounce in public or up to 10 ounces at home), home-cultivate (up to six plants, no more than three mature), and purchase limited amounts of cannabis. The act also facilitates the automatic review and expungement of past criminal records. Because the Rhode Island Legislature has decriminalized possession of less than one ounce of marijuana in the Rhode Island Controlled Substances Act, R.I.G.L. 1956 § 21-28-4.01(c) and has legalized possession of less than one ounce of marijuana in the Rhode Island Cannabis Act, §21-28.11-22, the possession of less than one ounce of marijuana does not constitute a Clery reportable offense and is not reported in the chart of statistics. It is important to note, however, that federal law still prohibits the use, possession, distribution, sale or cultivation of marijuana. As an educational institution that receives federal funds, RISD must comply with federal law under the Drug-Free Schools and Communities Act Amendments of 1989 (20 U.S.C. § 1011i). Therefore, the use, possession, distribution,

sale or cultivation of marijuana remains prohibited for all students on and off campus via the Student Code of Conduct. Additionally, students who possess a lawfully issued medical marijuana card may not use, possess, distribute or cultivate marijuana in any college-owned building or property within our campus geography.

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

Hazing: 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

i. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization (e.g., a club, athletic team, fraternity, or sorority); and
ii. causes or creates a risk, above the reasonable risk encountered in the course of participation in an educational program or activity or the organization, of physical or psychological injury.

Retaliation: Any adverse action, including intimidation, threats, coercion, or discrimination, against any person, by RISD, a student, employee, or a person authorized by RISD to provide aid, benefit, or service under RISD's education programs and/or activities, for the purpose of interfering with any right or privilege secured by law or Policy, or because the person has engaged in protected activity, including reporting information, making a Complaint, testifying, assisting, or participating/refusing to participate in any manner in an investigation or resolution process.

Clery Act Crime Statistics

The following table provides crime statistics reported to RISD Public Safety, local police agencies and Campus Security Authorities (CSAs) for calendar years 2023, 2024, and 2025.

Crime Statistics: Clery Act Data					
Offense	**Year**	**On Campus Property**	**On Campus Student Residential Housing**	**Non-Campus Property**	**Public Property**
Murder/Non-negligent Manslaughter	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Rape	2023	0	0	0	0
	2024	8	8	0	0

	2025	0	0	0	0
Fondling	2023	2	1	0	0
	2024	7	6	0	0
	2025	1	0	1	0
Incest	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Statutory Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Robbery	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Aggravated Assault	2023	0	0	0	1
	2024	0	0	0	0
	2025	0	0	0	0
Burglary	2023	1	0	0	0
	2024	1	1	0	0
	2025	0	0	0	0
Motor Vehicle Theft	2023	2	0	0	0
	2024	7	0	0	0
	2025	3	0	0	0
Arson	2023	0	0	0	0
	2024	1	1	0	0
	2025	0	0	0	0
Hazing[1]	2023	N/A	N/A	N/A	N/A
	2024	N/A	N/A	N/A	N/A
	2025	0	0	0	0

[1] Hazing was added to the list of reported crimes as of January 1, 2025. Therefore, values for hazing statistics in 2023 and 2024 are listed as N/A.

Dating Violence, Domestic Violence and (VAWA Offenses)

Dating Violence		2023	0	0	0	0
		2024	18	16	0	0
		2025	3	1	0	0
Domestic Violence		2023	0	0	0	0
		2024	2	0	0	0
		2025	2	1	0	1
Stalking		2023	2	2	0	0
		2024	4	0	0	0
		2025	8	2	0	0

Hate Crimes

Under the Clery Act, the following categories are reported: Race, Gender, Gender Identity, Religion, Sexual Orientation, Ethnicity, National Origin, Disability

Offense	Year	On Campus Property	On Campus Student Residential Housing	Non-Campus Property	Public Property
Murder/Non-negligent Manslaughter	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Fondling	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Incest	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Statutory Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Robbery	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Aggravated Assault	2023	1	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Burglary	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Arson	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Larceny-Theft	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Simple Assault	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Intimidation	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Vandalism	2023	1-sex/gender	0	0	0
	2024	2 - religion 1 - national origin	1 - religion	0	0
	2025	0	0	0	0
Arrests and Referrals for Disciplinary Action					
Liquor Law Violations: Arrests	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Drug Law Violations: Arrests	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	1	2
Weapons Law Violations: Arrests	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Liquor Law Violations: Referrals	2023	66	59	0	0
	2024	76	69	0	0
	2025	62	62	0	0
Drug Law Violations: Referrals	2023	1	1	0	0
	2024	2	2	0	0
	2025	0	0	0	0
Weapons Law Violations: Referrals	2023	1	1	0	0
	2024	0	0	0	0
	2025	1	1	0	0

Unfounded					
	Year	On Campus Property	On Campus Student Residential Housing	Non-Campus Property	Public Property
	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Emergency Response and Evacuation Procedures

It is the goal of Rhode Island School of Design to ensure that careful planning, with an emphasis on safety, will help members of the RISD community handle crises and emergencies with appropriate responses. To ensure the effectiveness of its emergency preparedness, RISD regularly engages its community to learn about its emergency and evacuation plans. The activities take the form of annual testing of its emergency notification systems, in person emergency table top drills and other training provided to the community. The emergency drills may be announced or unannounced. RISD maintains records of tests and training exercises that include a description of the test/exercise, the date, time, and whether it was announced or unannounced. In addition, emergency evacuation procedures (fire drills) are tested at least once per year in all student residence halls. Even so, every member of the RISD community shares responsibility for emergency preparedness and response.

Emergency Communications

Population Warning

In communicating during emergency situations, RISD's objective is to communicate facts as quickly as possible while ensuring accuracy and to regularly update information as circumstances warrant. The primary way RISD does this is through the RISDAlert emergency notification system, which can send information to students, faculty and staff via phone, the My RISD App, email and/or text messaging. RISD Public Safety and RISD Marketing & Communications are the primary departments authorized to distribute RISDAlert notifications. Within Public Safety, the Command Staff and Sergeants have all been trained and authorized to send RISDAlert. All users of the RISDAlert system have been given the authority to send alerts without prior approval from senior leadership in the case of an extreme event or incident. Once a RISDAlert has been sent out, RISD Marketing & Communications will communicate timely and accurate information to all constituent groups first and foremost via posts on emergency.risd.edu. The RISD.edu homepage, the institution's social media accounts, and RISDAlert and/or My RISD App will direct visitors to emergency.risd.edu for the latest updates. A RISDAlert automatically convenes the Emergency Operations Command Team (EOCT). The team will convene in person when it is safe to do so or virtually when necessary. After the EOCT is convened, follow-up information sent through RISDAlert and/or RISD app will be guided by the EOCT Chair.

Public Information

Marketing & Communications will coordinate all communication with external partners.

When departments need to send a message to the campus or external partners, the EOCT will approve the message after Marketing & Communications has reviewed and made appropriate edits.

Communication Infrastructure

Effective communication during an incident will be facilitated through the use of the following technology:

- Listserv – The listserv includes EOCT members, senior leadership and other RISD stakeholders. The listserv will be utilized when convening the EOCT in person is unnecessary or too difficult, or when information needs to be shared more broadly.
- Radios – Public Safety has 800MHz radios, which can communicate with Providence Police and Providence Fire Departments. Facilities also have radios on a separate frequency. Public Safety and Facilities can communicate through use of the base station. Radios are generally assigned to specific individuals, but there are approximately six spare radios for use by the EOCT.
- RISDAlert messages can be sent by an authorized individual electronically. The entire system (all users) is tested once per year and tested with a small number of employees on a monthly basis.

Evacuation Procedures

Building Evacuation and Relocation

In the case of a fire or other emergency that requires all occupants to immediately leave a building or area, evacuation will be signaled by the internal building alarm, a RISDAlert or RISD app message, or by the direction of emergency personnel on scene. Building evacuation plans have been developed for all facilities at RISD and can be found posted on every floor. Maps showing a means of egress can also be found on the back of every residential hall room door or main exit door to a residential hall suite. If a building is evacuated, occupants shall follow the direction of first responders and DPS for immediate response. DPS and Facilities will coordinate any required relocation. If a fire or other incident makes a building or area unsafe to reenter for a significant period of time, students, faculty, staff and /or visitors will be directed to a temporary shelter for support (food, information, shelter, medical attention, etc.).

Campus Evacuation

For most incidents that could impact RISD's entire campus, shelter in place or campus closure will be enough. However, in the event of a natural disaster large enough that an evacuation of the entire campus is required, the EOCT will coordinate this effort, under the direction of the city of Providence. In the event of a natural disaster large enough that an evacuation of the Tillinghast Place is required, the EOCT will coordinate this effort, under the direction of the town of Barrington. The EOCT will begin this process by providing notification of the evacuation to all students, staff and faculty. Adequate time will be given to allow as many community members as possible to make their own travel and accommodation arrangements. The EOCT will make plans for anyone unable to evacuate on their own and will coordinate safe accommodation with local shelters. A notice will go out to all community members when it is safe to return to campus.

Sheltering

Shelter in Place

Shelter in Place will be signaled by a RISDAlert to the campus community when the threat outside is weather or chemical related. Upon a Shelter-in-Place alert, students, faculty and staff who are not already indoors should immediately enter the nearest building and follow instructions from RISDAlert. The college will disseminate all-clear information as soon as it is available. This information will be provided through RISDAlert and via the emergency website.

Lockdown

When the dangerous situation outside is criminal activity, such as an armed intruder or dangerous person on or near campus, people will be notified that the campus is in lockdown. When the campus is in lockdown, people are instructed to secure themselves within the building, but card access will not be turned off. An all-clear message will be sent via RISDAlert when the situation has been neutralized.

Impact Zone Access Control and Security

If a hazard requires that people are kept out of an impact zone, Public Safety is responsible for managing the perimeter of any area that is college property. Streets or other city property areas around the Providence campus are the jurisdiction of the Providence Police Department, and any perimeter that includes these areas will require coordination between the two organizations. Streets or other city property areas around Tillinghast Place are the jurisdiction of the Barrington Police Department, and any perimeter that includes these areas will require coordination between the two organizations. Every campus building, including the properties located at Tillinghast Place, is controlled by card access. Cards are made available to students, staff, faculty and occasionally to vendors or contractors on a short-term basis. In an emergency, access can be temporarily restricted by building or to essential staff only.

The implementation of this plan is directed by the Chair of the Emergency Operations Command Team (EOCT). The EOCT supports emergency operations, allowing on-scene emergency responders to focus their efforts on providing for the safety of those directly affected. The EOCT is responsible for coordinating the response to an emergency event impacting the campus, deploying campus staff and making requests to the city of Providence and State of Rhode Island Emergency Management personnel. The Emergency Operations Center (EOC) is the central command and coordination point for emergency and disaster response and serves as the centralized facility in which EOCT staff will check in and assume their emergency response responsibilities. The primary campus location is Met Room A in the Quad. Backup locations are 156 Benefit Street (What Cheer Garage) second floor conference room, and the 20 Washington (ProvWash) building fourth floor conference room.

Command Structure

EOCT Chair - The EOCT Chair is responsible for the overall direction and guidance of emergency response operations during an emergency.

Emergency Operations Command Team. Once the EOCT Chair has identified the incident priorities, the team can coordinate response and recovery actions. The EOCT includes representatives from the following departments:

SVP Finance and Administration (EOCT Chair)
Director, Public Safety
Risk & Emergency Management
Residence Life
Information Technology Services
Environmental Health & Safety
Human Resources
Academic Affairs
Marketing & Communications
Museum
Student Life
Auxiliary Services
Continuing Education
RISD Senior Leadership (President, Cabinet and Trustees)

Emergency Levels

The following four levels of emergencies are designed to provide guidelines for communicating a variety of incidents and emergencies that affect RISD. Not every hazard event requires the same degree of response, and incidents will be evaluated on a case-by-case basis.

Level 1 Minor Emergency: Information only, no action required. A campus emergency with limited impact that does not affect the overall operation and function of the college. Examples include a minor hazardous materials incident, small fire or temporary limited power outage. The situation can be handled by the department and DPS with other departments brought in as needed. DPS will gather information from the affected party and share with the EOCT. EOCT members should monitor emails coming into the listserv for updates.

Level 2 Emergency: The incident could affect a large portion of the campus but does not pose imminent danger. Information provided, act as appropriate. Examples include a power outage, any system failure (phones, internet, etc.) with an unknown impact to the campus, a minor storm or flood or civil disturbance or an event such as a protest scheduled to happen on or near campus. DPS will gather information from the appropriate source(s) and share with the entire EOCT. Each EOCT member will act as appropriate. EOCT members should monitor emails coming into the listserv for updates.

Level 3 Major Emergency: Information provided, response required. A local emergency that has disrupted or may potentially disrupt significant operation of the college or adversely impact a major population of the community. DPS will notify the EOCT; the Chair will decide where to convene the group. The College Emergency Communication Plan will be implemented. Examples include serious crimes on campus, major fires, death(s) or partial infrastructure failure.

Level 4 Campus Wide: Imminent danger on campus, respond in person ASAP. A community-wide emergency that will disrupt the operations of the college and involves major damage, systems failure or imminent danger to our community. Disasters impact not only the college, but possibly the surrounding community and beyond. EOCT will be mobilized and convened in the EOC. The College Emergency Communication Plan will be implemented. Examples include tornadoes, widespread extended power outages, severe natural disasters, serious acts of terrorism, chemical spills, active shooters or armed intruders.

Emergency Plan Testing

In order to build a community prepared to respond to a disaster, RISD provides training opportunities, facilitates drills and exercises, and asks that managers support and encourage participation in these events. In particular, RISD expects EOCT members and senior leadership to participate in drills and exercises. RISD also provides training opportunities for the campus community on a regular basis including Active Shooter (Threat) Response Training, First Aid, CPR and AED training.

Drills

Evacuation/Fire Drills - Fire drills are held in every residential building on campus multiple times per year. The Environmental Health and Safety Department conducts scheduled drills at RISD's residential housing. It is the goal of the Fire and Life Safety Committee with the support of the Emergency Operations Command Team to conduct fire drills in at least three academic and administrative buildings per year.

Call Center Drills - At least once per calendar year a drill will be held to practice setup and takedown of the call center in 123 Dyer. The drills will include EOCT and VTF members.

Exercises

RISD develops a minimum of one discussion-based tabletop exercise per year to assess and evaluate emergency plans and capabilities. These exercises include the members of the EOCT and backups as needed. In addition, exercises may include representatives from other RISD departments who are invited to attend in accordance with the specific functions being tested. Outside agencies that RISD partners with such as the Providence Emergency Management Agency (PEMA), Providence Fire and Police Departments, Barrington Fire and Police Departments, local utility companies and local hospitals are also invited to participate in these exercises. After every exercise, participants and observers conduct a "hot wash" activity to evaluate the strengths and weaknesses of the exercise. The results of this activity are compiled in an after-action report, including an improvement plan that guides future changes to the plan. The following is a list of the announced tabletop exercises and themes for the years 2023, 2024 and 2025.

- October 13, 2023 (8:30 am–12 pm): Hurricane Emergency
- September 27, 2024 (8:30 am–12 pm): Campus Protest
- October 30, 2025 (8:30 am–12 pm): Bus Accident Off Campus

Hazing Prevention and Response Policies

Statement Regarding Hazing: The Stop Campus Hazing Act (SCHA), enacted December 23, 2024, amends the Clery Act to prioritize the prevention of transparency about hazing incidents at colleges and universities. RISD must compile, report, and disclose in its annual security report statistics related to each single hazing incident and a statement of the institution's policies related to hazing as defined by RISD.

RISD Hazing Policy:
No faculty or staff member, student, student group, athletic team, College-recognized group, or volunteer shall engage in or participate as a witness in Hazing. Student organizations, athletic teams, and College-recognized groups whose members engage in Hazing will be held accountable as an organization, team, or group for Hazing. Individual student members, advisors, and coaches of such organizations, teams, and groups may also be held accountable for Hazing. Assertions that the conduct or activity was not part of an official organizational event or was not officially sanctioned or approved by the organization are not a defense. Neither the express nor implied consent of a victim of Hazing, nor the lack of active participation while Hazing is occurring, is a defense. Apathy or acquiescence in the presence of Hazing is not a neutral act and is also considered Hazing.

Submitting A Hazing Report:
Emergencies. Emergencies should be reported to Public Safety immediately by calling (401) 454-6666. Reports should be submitted as soon as is practical following discovery of the suspected misconduct. In addition, allegations of Hazing may be reported to the Providence Police Department (401-272-3121), other applicable law enforcement agencies, or 911 in an emergency.

Reports Involving Students. Any member of the RISD community may submit a report of allegations of Hazing, including anonymous allegations and/or an alleged violation of Student Conduct and Community Standards, via the online form (http://incidentreport.risd.edu/) or to the Office of Student Life located on the 3rd floor of Carr House, the Public Safety Office at 30 Waterman Street, or the Office of Residence Life in the First Year Quad. Absent extraordinary circumstances, with the exception of reports of sexual misconduct, reports for all other violations must be submitted within six (6) months following discovery of the alleged violation of the community standard. The determination to act on a complaint is at RISD's sole discretion.

Reports involving Employees. Reports involving employees may be made to Human Resources by emailing humres@risd.edu, by contacting the applicable HR Partner or by visiting the Human Resources Department located at 20 Washington Place, 3rd floor, Room 360.

Reports involving Hazing on the Basis of Discrimination. Reports can be submitted in person, by mail or email, by phone, or via the online reporting form. Formal Complaints may be filed with the Office of Equity & Compliance (E&C) by emailing

equitycompliance@risd.edu or by mailing:

Equity & Compliance
20 Washington Place
Providence, RI 02903

Anonymous Reporting. RISD allows anonymous and confidential reporting on matters of concern as more fully detailed in our Whistleblower Policy. Individuals who wish to remain anonymous are encouraged to utilize the College's confidential EthicsPoint hotline. A report can be filed in two ways: 1) through the RISD/EthicsPoint web page hosted on an EthicsPoint secure server: http://www.risd.ethicspoint.com; or 2) dial the toll-free EthicsPoint phone number 1-866-877-5386. Phone lines are open 24/7, and multilingual operators are available to assist you.

Process of an Investigation:
Investigations of Students. The process for investigating all alleged student violations of this policy will follow the same procedures as outlined in Section VI, Procedures, of the RISD Code of Student Conduct.

Investigations of Employees. Human Resources will investigate any Hazing allegations involving employees. The investigator will interview all involved parties: reporting party, Respondent, and any witnesses. All those interviewed will have the right to review their own statements for accuracy. The investigator will prepare a summary that includes a description of the allegations, the Respondent's response, and a summary of information collected from witnesses (if applicable). Human Resources or a panel assembled to review the findings will decide whether unacceptable workplace behavior did occur based on evidence and the recommended course(s) of action in accordance with applicable disciplinary procedures.

Investigations Regarding Allegations of Hazing on the Basis of Discrimination. RISD reserves the right to refer allegations of Hazing to any and all other appropriate offices that may conduct their own investigations pursuant to their own policies and procedures. Hazing claims related to allegations of discriminatory or harassing behavior on the basis of the protected classes will be referred to the Office of Equity & Compliance for further investigation pursuant to RISD's Nondiscrimination Policy and Procedures. Investigations of all alleged violations of this policy that involve discrimination based on a protected category will follow the same process and procedures outlined in the Nondiscrimination Procedures: Appendix A.

Upon receiving a report or Formal Complaint, E&C will promptly assess the information to determine next steps. If the complainant is known, E&C will reach out to offer support, explain options, and discuss how they wish to proceed. If unknown, E&C may follow up with the source of the report to gather identifying information.

No Retaliation:
No individual who is covered under this Policy, who in good faith reports a violation or suspected violation, directly or indirectly, shall suffer harassment, retaliation, or adverse employment and/or academic or educational consequence. Students who retaliate against someone who has made a report in good faith under this policy or any policy may be subject to disciplinary action, up to and including dismissal from the College and employees who

retaliate against someone who has made a report in good faith under this policy may be subject to disciplinary action, up to and including termination of employment. Individuals who believe they have suffered retaliation may report it to one of the reporting venues identified in this policy. Retaliatory actions include, but are not limited to, intimidation, coercion, threats, discharge, discipline, or discrimination in employment.

Prevention and Education:
Hazing is strictly prohibited at RISD. The College is committed to fostering a safe and respectful campus environment by implementing a campus-wide, research-informed hazing prevention and awareness program. This program provides education to students, faculty, and staff on key topics, including strategies for preventing hazing before it occurs, recognizing the signs and dangers of hazing, and understanding the institution's clear prohibition of such behavior. The program also includes content on how to report incidents of hazing, the process used to investigate incidents of hazing, and information on applicable local, state, and tribal laws on hazing.

To support this commitment, RISD continually develops and enhances initiatives aimed at preventing hazing. The College also conducts an annual review of its hazing prevention strategies and any reported incidents to identify gaps, assess needs, and strengthen its overall approach.

RISD ensures that employees are well-informed about institutional policies through multiple channels. New employees receive training during the orientation process and are required to review and acknowledge RISD policies as part of their onboarding. Additionally, Human Resources regularly communicates important updates, including policy changes, through the HR newsletter to keep all staff informed and compliant.

The Division of Social Equity and Inclusion will monitor and track compliance.

RISD requires all student leaders—including Resident Advisors (RAs), Advocates for Inclusion in Residence (AIRs), Orientation Leaders (OLs), Campus Activities Board members (CABs), and Health and Wellness Ambassadors (HAWAs)—to participate in a common student leadership training each fall. This training includes sessions on bystander intervention, equipping student leaders with the tools to promote a safe and inclusive campus environment.

Additionally, all Campus Security Authorities (CSAs) receive updated annual training focused on the proper reporting and investigation of hazing allegations, in compliance with institutional policies and legal requirements.

Responsibilities:
All individuals to whom this policy applies are responsible for becoming familiar with and following this policy. College supervisors are responsible for promoting the understanding of this policy and for taking appropriate steps to help ensure compliance with it.

Consequences for Violating this Policy:
RISD reserves the right to review alleged violations of this policy in conjunction with other appropriate offices and under other applicable College policies, procedures, and collective

bargaining agreements, including but not limited to those listed under Related Policies. Failure to comply with this policy and other Related Policies is subject to disciplinary action and sanctions per applicable disciplinary procedures.

Additional consequences include, but are not limited to, suspension or expulsion for students; suspension or de-recognition for student organizations, College-recognized groups, and athletic teams; and banning from campus for volunteers.

Hazing is also prohibited by the criminal laws of the State of Rhode Island R.I.G.L. § 11-21-1. The College may refer the matter for criminal prosecution depending on the nature and extent of the Hazing. Those responsible for Hazing may also be personally liable under civil law.

Alcohol, Drugs and Weapons Policies

RISD prohibits the unlawful use, possession, distribution, dispensation and manufacture of controlled substances, other illicit drugs and alcohol in the workplace, classroom and studio, at any other location owned, leased or being used by RISD, and in connection with any RISD-sponsored activities. RISD further prohibits even the lawful service and use of alcohol on the RISD campus and at any other location owned, leased or being used by RISD unless such service and use has been pre-authorized under RISD's "Guidelines for the Service and Consumption of Alcohol on Campus." Individual departments and offices may impose additional prohibitions on employees and students within their jurisdiction.

Employees who violate this policy will be subject to the full range of discipline available under RISD's Staff Corrective Action Policy and/or applicable collective bargaining agreements, up to and including termination, and may also be referred for criminal prosecution. It is a condition of employment at RISD that any employee who is convicted of violating a criminal drug statute in the workplace must notify his or her immediate supervisor and the Vice President of Human Resources within five days of the conviction. Confidential assessments, counseling and referrals to community resources are available from Coastline EAP, RISD's employee assistance program provider, by phone at 1-800-445-1195 and on the web at Coastlineeap.com (see Employee Assistance Program for additional contact information).

Other community resources:

- Alcoholics Anonymous (AA) 401-438-8860 or 800-439-8860 (only in RI)
- Adult Children of Alcoholics (ACOA) 401-781-0044
- Al-Anon 401-781-0044
- Narcotics Anonymous (NA) 877-461-1110
- Community Organization for Drug Abuse (CODAC) 401-942-1450

Alcohol Guidelines
RISD and Rhode Island law forbid the possession or consumption of alcohol by individuals under the age of 21. Additionally, individuals of legal drinking age are prohibited from supplying alcohol to minors.

Alcohol may not be sold in residence halls at any time. No brewing, fermenting, or distillation to produce any type of alcohol is permissible. No student, regardless of drinking age, may possess more than two liters of line, or 1.75 liters (a “handle”) of spirits, or a dozen 12 oz. bottles or cans of beer, cider, or similar alcoholic beverage. Kegs, beer balls, or similar common sources of alcohol are prohibited.

RISD enforces all federal, state and local laws concerning possession and/or consumption of alcohol. However, enforcement options may include criminal charges as well as a referral to the Office of Student Conduct and Community Standards for possible disciplinary sanctions.

On Campus Housing Alcohol Guidelines
RISD prohibits alcohol from the First-Year Area (and South Hall) residence halls regardless of whether the student residing in the first year housing is of legal drinking age. Alcoholic beverages are prohibited in the following first-year residence halls even if a resident is of legal drinking age: North, South, East, Homer, and Nickerson.

Students of legal drinking age may possess and consume alcoholic beverages in upper-class residence halls (excluding South Hall) if the following conditions are met; (i) alcohol may only be consumed within the private, room, apartment, suite, or loft of the student who is of legal drinking age, (ii) all students residing together are over the age of 21 if alcohol is stored in common areas, and (iii) alcohol may not be consumed in lounges, hallways, or other areas accessible to all residents of the building.

Good Samaritan Policy and Amnesty
Students who voluntarily and proactively seek help for their own use of such substances or for that of others ordinarily will not be charged for such use under the controlled substances provision of the Code of Student Conduct.

Drug Policy
The possession, use, distribution and/or sale of any illegal drug, and the misuse of prescription drugs, are violations of federal and state law and college policy. The college cooperates with federal, state and local law enforcement investigations and efforts aimed at controlling the possession, use, distribution and sale of illegal drugs, including the non-medical use, sale or distribution of prescription drugs. By law, use of prescription drugs is limited to those to whom the prescription has been issued. Students found in violation of Rhode Island’s alcohol and drug laws are subject to prosecution by local authorities as well as referral to the Director, Student Conduct and Community Standards.

RISD is committed to ensuring that all employees attend work confident that they will not be endangered by the use or abuse of drugs. To comply with the federal Drug-Free Workplace

Act of 1988, the college has adopted a Drug-Free Workplace Policy, which is distributed annually to all employees.

Programs Related to Alcohol, Drug Education and Outreach, and Substance Abuse
RISD has developed programs to prevent the illicit use of drugs and the abuse of alcohol by students. RISD makes available to every student a variety of alcohol, drug education and outreach, and substance abuse awareness programs which are all aimed at prevention and early intervention to avoid substance abuse. These include:

Do you Know Your ABVs? An in-person, peer-educator lead program about safe alcohol consumption for the campus community that teaches students the importance of pouring standard drink sizes, understanding the alcohol by volume of their beverages and understanding how their blood alcohol content impacts their ability to function.

T-Break is an in-person, peer-educator lead program about cannabis tolerance breaks. Using a guide created at the University of Vermont, the Health and Wellness Ambassadors walk their peers through a month-long tolerance break program to reduce students' use of cannabis.

Alcohol & Other Drugs (AOD) Undergrad is an online module created by the Get Inclusive company to educate students on alcohol and other drug information, prevention, and response. AOD by Get Inclusive was a part of the Fall 2023 pre-arrival responsibilities for all incoming first-year students.

Weapons Policy
The college forbids possession, storage or use of any weapon, defined as any object or substance used, or that could be used, to inflict a wound, cause injury or incapacitate, including but not limited to all firearms, slingshots, pellet guns, switchblade knives, explosives and dangerous chemicals such as tear gas on college premises.

Students found in violation of the State of Rhode Island’s weapons laws are subject to prosecution by local and state authorities as well as referral to the Director, Student Conduct and Community Standards.

Employees who violate this policy will be subject to the full range of discipline available under RISD’s Staff Corrective Action Policy and/or applicable collective bargaining agreements, up to and including termination, and may also be referred for criminal prosecution.

Missing Student Notification Policy and Procedures

In compliance with the Higher Education Opportunity Act of 2008, RISD takes student safety seriously. To this end, the following policies and procedures have been established to assist in locating RISD students living in college-owned on-campus housing who, based on the facts and circumstances known to RISD, are determined to be missing.

Confidential Contacts

At the beginning of each academic year, RISD will inform students that each residential student, 18 years of age or older, has the option to identify an individual to be contacted by RISD no later than 24 hours after RISD has determined the student to be missing. Students may register this "confidential contact" information through the RISDAlert emergency notification system. A confidential contact is a person designated by the student in addition to the emergency contact listed with the college on RISDAlert. This contact information is registered confidentially, will be accessible only to authorized campus officials and may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation. In cases where a confidential contact is not designated, or the confidential contact cannot be reached at the number provided by the student, the emergency contact or other available contacts provided to the college will be used. The emergency contact may be notified in addition to any confidential contact provided. If the student is under 18 years of age, and not an emancipated individual, RISD is required to notify a custodial parent or guardian within 24 hours after the time that the student is determined to be missing. RISD will notify the appropriate law enforcement agency no later than 24 hours after the time that the student is determined to be missing, regardless of any other contacts that may be requested by the student or initiated by the institution.

Missing Person Procedures

If any person has reason to believe that a member of the RISD community is missing, they are encouraged to immediately contact RISD Department of Public Safety (DPS) which is available 24/7 at 401-454-6666. Any missing person reports not made directly to DPS should immediately be referred and reported to DPS.

If RISD DPS or law enforcement personnel make a determination that a student who is the subject of a missing person report has been missing for more than 24 hours and has not returned to campus, RISD will initiate the Missing Student Policy and Procedures in accordance with the student's designation.

RISD will initiate the following notification procedure for a missing student who resides in on-campus housing. Note that these resources may be used in any order and combination.

- A missing student report may be made to DPS (401-454-6666) or the Residence Life Office (401-454-6650)
- Any official missing person report relating to this student shall be referred immediately to DPS for investigation
- Once a report is received, the following offices will be notified:
  Department of Public Safety (DPS)
  Academic Affairs /Student Life
  Residence Life

If DPS, after investigating the official report, determines the student has been missing for more than 24 hours, RISD will contact the individual identified by the student as a "confidential contact," the custodial parent or legal guardian if the student is under 18 and not emancipated, and local law enforcement if these do not apply.

Upon notification from any entity that any student may be missing, RISD may use any of the following resources, as well as any other means the college deems to be of value to assist in locating the student.

- Through the Residence Life Office, college staff may be asked to assist in physically locating the student by keying into the student's assigned room.
- Talking with known associates.
- Resident Assistants may be enlisted to gather information from neighboring students, friends and roommates.
- DPS may search on-campus public locations to find the student (library, dining areas, etc.).
- DPS may issue an ID picture to assist in identifying the missing student.
- The Student Life Office may try to contact known friends, family or faculty members for last sighting or additional contact information.
- Academic departments may be contacted to seek information on last sighting or other contact information.
- DPS may access card access logs and/or video monitoring recordings to determine last use of the card and track the card for future uses.
- The Office of Information Technology may be asked to look up email logs for last login and use of the RISD email system.
- If there is any indication of foul play, the local police department will immediately be contacted for assistance.

Information on Registered Sex Offenders

The Adam Walsh Child Protection and Safety Act of 2006 created a national sex offender registry and instructs each state to collect information about sex offenders and make it available to members of the public. The Campus Sex Crimes Prevention Act requires sex offenders residing in Rhode Island who must register under state law to provide notice to authorities of enrollment or employment at any Rhode Island institution of higher education. In the State of Rhode Island, sex offenders are registered with the local police department in their respective municipalities. In Providence and Barrington, sex offenders must register with the Providence Police Department or Barrington Police Department, respectively. Persons seeking information related to the Sex Offender Registry and access to related information should contact the Providence Police Department at 401-272-3121, the Barrington Police Department at 401-437-3935, or the Sex Offenders Community Notification Unit with the Rhode Island Parole Board at 401-426-0905, or online at http://www.paroleboard.ri.gov.

NONDISCRIMINATION POLICY, PROCEDURES, RESOURCES, AND SUPPORT

RISD is committed to creating and providing a learning, living and working environment free from all types of discrimination and discriminatory harassment, including but not limited to sex- and gender-based discrimination, discriminatory harassment, retaliation, and hate crimes. Discrimination, discriminatory harassment, hate crimes, and retaliation committed by members of our community, guests and visitors will not be tolerated. All members of our

community, including guests and visitors, are expected to conduct themselves in a manner that does not infringe on the rights of others.

RISD continues to strengthen its policies in order to establish and maintain a safe and nondiscriminatory educational, residential, and employment environment in which all individuals are treated with respect and dignity. Equity & Compliance oversees the response and resolution process of all faculty, staff, and student cases involving discrimination, discriminatory harassment, sex-based harassment, hate crimes, and retaliation.

For the 2023–24 year, Equity & Compliance issued updated Discrimination & Discriminatory Harassment and Title IX policies. For the 2024–25 year, on August 1, 2024, these two previous policies were combined into one Nondiscrimination Policy, which was updated to be in compliance with applicable legal requirements including Title IX of the Education Amendments of 1972; the Jeanne Clery Campus Safety Act (Clery Act), as amended by the Violence Against Women Reauthorization Act of 2013 (VAWA) and the Stop Campus Hazing Act (SCHA)Title VII of the Civil Rights Act of 1964; and other applicable federal and Rhode Island state laws. Following the January 9, 2025, US District Court for the Eastern District of Kentucky Ruling in *Tennessee vs. Cardona* which vacated 2024 Title IX Regulations, rendering them effectively null nationwide, and the notice on February 4, 2025 from the Department of Education clarifying that it will enforce Title IX under the provisions of the 2020 Title IX Rule, RISD published the updated Nondiscrimination Policy on March 3, 2025 to be in compliance with applicable legal requirements.

The Nondiscrimination Policy prohibits the following types of conduct:

- discrimination and discriminatory harassment on the basis of any protected class;
- sex-based harassment including sexual assault, dating violence, domestic violence, and stalking;
- retaliation against an individual for making a report of Prohibited Conduct or for participating in an investigation or resolution of an alleged violation of the Nondiscrimination Policy; and
- the exertion of power, supervision, or authority by one individual over another in relationships of a sexual or intimate nature;
- bias-related incidents and hate crimes.

Any individual who has concerns about discrimination, discriminatory harassment, hate crimes, and/or retaliation, including any concerns pertaining to sex-based harassment, is encouraged to seek assistance from RISD's Equity & Compliance staff (listed below):

Title IX Coordinator
Emily Gleason
20 Washington Place, third floor, suite 368
egleason@risd.edu
401 454-6341

Title VI, Title VII, and ADA/504 Coordinator
Deputy Title IX Coordinator
Jasmine Mahoney
20 Washington Place, third floor, suite 368
jmahoney@risd.edu
401 454-6761

Equity & Compliance staff can provide information about resources for assistance and about options for addressing concerns. Those options may vary depending on the nature of the complaint, whether the complainant is a student, faculty or staff member, the wishes of the complainant regarding privacy, and whether the complainant prefers to proceed formally or informally. Together, these coordinators play an integral role in fulfilling RISD's commitment to provide a positive learning, teaching and working environment for the entire community.

When an individual reports to the college that a student or employee has allegedly experienced dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the college will provide the student or employee with a written explanation of the student's or employee's rights and options, as well as options for resources and support. This written explanation identifies on- and off-campus counseling and health services, local advocacy centers, external legal resources, visa and immigration assistance, student financial aid, and other services available, both within the institution and in the community; and describes options for available assistance in; and how to request changes to academic, living, transportation, and working situations, or protective measures.

RISD expects its students and employees to conduct themselves with awareness of their membership in a community engaged in the mutual pursuit of academic and artistic excellence and social responsibility—and therefore to comply not only with basic legal requirements, but also with additional, higher standards that enable and promote that pursuit.

Title IX as defined under the Code of Federal Regulations § 106.30
Title IX is a federal civil rights law passed as part of the Education Amendments of 1972. This law protects people from discrimination based on sex in education programs or activities that receive federal financial assistance. Title IX states that:

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

Title IX applies to any institution receiving federal financial assistance from the Department of Education, including state and local educational agencies. Educational programs and activities that receive federal funds from the Department of Education must operate in a nondiscriminatory manner. Also, a recipient may not retaliate against any person for opposing an unlawful educational practice or policy, or because a person participated in any complaint action under Title IX.

Title IX & Sexual Misconduct at RISD

Consistent with Title IX of the Education Amendments of 1972, RISD does not discriminate against students, faculty or staff based on sex in any of its programs or activities, including but not limited to educational programs, employment, and admission. Sexual harassment, including sexual violence, is a kind of sex discrimination and is prohibited by Title IX and by RISD. RISD also complies with Rhode Island laws that protect individuals from discrimination on the basis of sexual orientation, as well as on the basis of gender identity. Questions or concerns about possible discrimination based on sexual orientation and/or gender identity under state law may also be directed to the Title IX Coordinator or RISD's Equity & Compliance.

RISD is committed to responding promptly and effectively when it learns of any form of possible discrimination based on sex. RISD responds to reports of sexual harassment, including sexual violence, as part of its efforts to stop the harassment and prevent the recurrence of possible sex discrimination. An individual who has questions or concerns regarding possible discrimination based on sex should contact a Title IX Coordinator. An individual also may contact the US Department of Education, Office for Civil Rights ("OCR"). Title IX staff and the Department of Public Safety can assist members of the RISD Community in notifying law enforcement authorities as requested.

Engaging in any form of sexual contact or conduct with another person without that person's effective consent (clear, knowing, and voluntary) is strictly forbidden. Effective consent is: conscious, informed, or voluntary, using words or actions that give permission for specific sexual activity. Informed consent; freely and voluntarily given; mutually understandable words or actions which indicate a willingness to participate in mutually agreed upon sexual activity is the standard of acceptable sexual activity at RISD. Sexual misconduct can occur between people of the same or different genders. For purposes of this provision, (a) it is the responsibility of the person seeking to initiate sexual contact or conduct to affirmatively obtain such consent, not of the intended recipient of such contact or conduct to affirmatively deny such consent, and (b) valid consent cannot be obtained from a person whose ability to make decisions is obviously substantially impaired by alcohol, drugs, or other intoxicants or by mental or physical condition; who is unaware that the sexual contact or conduct is being committed; or who is compelled or coerced to grant consent by force, threat of force, deception, or supervisory or disciplinary authority.

What to Do If You Have Experienced Sexual Assault, Dating Violence, Domestic Violence, or Stalking

If you are off campus and experiencing an emergency, you can call local police by dialing 911. If you're in Providence, you may also call the Providence Police Department's non-emergency line at 401 272-3121. If you're in Barrington, you may also call the Barrington Police Department's non-emergency line at 401 437-3935.

1. Go to a safe location as soon as you are able.
2. Contact any of the following for immediate assistance on campus or in the community:
    a. RISD Department of Public Safety at 401 454-6666 (24/7)
    b. RISD Equity & Compliance at 401 454-6666 (24/7)

c. RISD Health Services at 401 454-6626; 8:30 am-4:30 pm, M-F
d. RISD Counseling and Psychological Services (CAPS) at 401 454-6637; 8:30 am-4:30 pm, M-F, including on-call after hours
e. Day One—the Sexual Assault and Trauma Resource Center, 100 Medway Street, Providence, RI 02906; phone: 401 421-4100 or 800 494-8100 (24/7)
f. US Dept. of Justice Legal Assistance for Victims (LAV) Program at 202 307-6026
g. Sojourner House, 1570 Westminster Street, Providence, RI 02909; 24/7 hotline at 401 765-3232
    i. Soujourner House is the only domestic and sexual violence agency in Rhode Island to be recognized by the Board of Immigration Appeals to represent clients in their immigration cases, including, but not limited to, "U" Visas and VAWA self-petitions. For more information, please contact Annell Vidal at avidal@sojournerri.org.
h. The Rhode Island Coalition of Domestic Violence has a compiled list of resources for those who have experienced sexual assault, dating violence, or domestic violence.
i. VictimConnect Resource Center (VCRC) is a weekday phone, chat, and text-based referral helpline operated by the National Center for Victims of Crime. Services are available for all victims of crime in the United States and its territories. Visitors to the hotline receive strength-based and trauma-informed services and referrals in over 200 languages that can help individuals navigate the physical, emotional, legal, and financial consequences of crime. Referrals are tailored to individual needs and can be made to local, state, and national organizations.

3. **Medical Attention:** Seek immediate medical attention if you are injured or believe you may have been exposed to the risk of an STI/STD or pregnancy.

   RISD Health Services (students only; 8:30 am–4:30 pm, M-F)
   72 Pine Street, 2nd Floor
   Providence, RI 02903
   401 454-6625

   Women and Infants (24/7)
   101 Dudley Street
   Providence, RI 02905
   401 274-1100
   Sexual Assault Nurse Examiners (SANE nurses) available

4. **Evidence Preservation:** Preserving evidence is critical to potential criminal prosecution and to obtaining restraining/protective orders, and it is particularly time sensitive. Written information can be found at Title IX and Sexual Misconduct FAQs. The following steps could help preserve evidence:
    a. **For instances of Sexual Assault:**
        i. Seek forensic medical assistance at the nearest hospital, ideally within 120 hours of the incident (sooner is better).

ii. Avoid urinating, showering, bathing, washing hands or face, or douching, if possible, but evidence may still be collected even if you do.
iii. If oral sexual contact took place, refrain from smoking, eating, drinking, or brushing teeth.
iv. If clothes are changed, place soiled clothes in a paper bag (plastic destroys evidence) or a secure evidence container (if provided one by law enforcement).
    1. If you are still wearing any clothes worn during the incident, wear them to the hospital, but bring a change of clothes, as the hospital will keep the clothes you are wearing as evidence.
v. Seeking medical treatment, in general, can be essential, even if it is not for the purpose of collecting forensic evidence.
vi. Typically, police will be called to the hospital to take custody of the forensic kit, but it is up to you whether you wish to speak with them or file a criminal complaint.

b. **For instances of Stalking/Dating Violence/Domestic Violence/Sex-Based Harassment:**
    i. Evidence in the form of text and voice messages will be lost, in most cases, if the impacted individual changes their phone number.
        1. Make a secondary recording of any voice messages and/or save the audio files to a cloud server.
        2. Take screenshots and/or a video recording of any text messages or other electronic messages (e.g., Instagram, Snapchat, Facebook).
    ii. Save copies of email and social media correspondence, including notifications related to account access alerts.
    iii. Take time-stamped photographs of any physical evidence, including notes, gifts, etc., in place when possible.
    iv. Save copies of any messages, including those showing any request for no further contact.
    v. Obtain copies of call logs showing the specific phone number being used rather than a saved contact name if possible.

5. **Contacting Law Enforcement:** RISD can provide assistance contacting law enforcement, if the impacted individual wishes to do so. Contacting law enforcement is not required to receive support or to engage other options for resolution through RISD. Local law enforcement can assist with evidence collection, evidence preservation, taking statements, pressing criminal charges, and obtaining protective or restraining orders. Although RISD strongly encourages all members of its community to report violations of Rhode Island law to law enforcement, it is your choice whether or not to make such a report. Furthermore, you have the right to decline to notify law enforcement. RISD, through Equity & Compliance or Public Safety, can assist you with notifying law enforcement if you would like assistance. The Providence Police Department may also be reached directly by calling 401 272-3121. Additional information about the Providence Police Department may be found online at: https://www.providenceri.gov/police-department/**.** The Barrington Police Department may also be reached directly by calling 401 437-3935. Additional information about the Barrington Police Department may be found online at: Home | Barrington Police Department**.**

Privacy, Confidentiality, and Reporting Sexual Assault, Dating Violence, Domestic Violence, Stalking, and Other Prohibited Sexual Misconduct

All RISD employees (including student employees), other than those deemed Confidential Employees, are Mandatory Reporters and are required to promptly report all known details of actual or suspected discrimination, discriminatory harassment, and/or retaliation to Equity & Compliance. This includes reporting information regarding sex-based harassment including but not limited to: sexual assault, dating violence, domestic violence, and stalking. Mandatory Reporters must include any relevant information they may possess, such as the name(s) of the party(ies) and known details of the conduct. This expectation applies no matter how the information is learned; whether from direct report from a complainant, from social media, or from a concerned third party.

In order to make informed choices, one should be aware of privacy, confidentiality and reporting requirements when consulting campus resources.

Any allegation of discrimination, discriminatory harassment, sex-based harassment, hate crime, or retaliation will be taken seriously. Except in those cases where the complainant has contacted a strictly confidential resource, RISD will take measures to look into the allegations, to the best of its ability, promptly, thoroughly and impartially, and will take appropriate measures to stop the misconduct, prevent its recurrence, and remedy its effects.

Students and employees have numerous options for reporting and obtaining support. An individual can elect to pursue a report involving a RISD student, employee, or someone who is not affiliated with RISD. RISD may have limited ability to address reports regarding non-RISD individuals aside from providing supportive measures and resources. If you are unsure of what you need from RISD, it is recommended that you report your experiences in order to access supportive measures and other critical information that may impact future decision-making. You can choose how you want to engage with Equity & Compliance.

Information about reported incidents, supportive measures, and resolution processes are maintained as private and confidential as possible, only allowing for need-to-know individuals to be notified as appropriate to assist in the implementation of such supportive measures and/or resolution process. Our records are maintained confidentially in accordance with applicable federal, state, and local laws, and only non-identifiable statistical information is shared for the purposes of the daily crime log and annual safety and security reports, in compliance with the Clery Act.

The following describes the kinds of reporting options available at RISD:

1. **Formal Reporting Options**

You are encouraged to speak to college officials, such as the Title IX Coordinator, Equity & Compliance staff, and Public Safety to make formal reports of incidents of sexual misconduct. You have the right, and can expect, to have incidents of sexual misconduct taken seriously by RISD when formally reported. Formal reporting still affords privacy to the reporter. Information will be shared, only as much is necessary to complete a disciplinary proceeding, specifically a formal resolution process, or to make supportive measure

requests. Formal reporting through Equity & Compliance does not initiate a legal or criminal proceeding. For those seeking the assistance of law enforcement and the judicial system, Equity & Compliance can provide supportive measures during the reporting process.

Please note, RISD will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by RISD 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.

2. Confidential Reporting

If you would like the details of an incident to be kept confidential, you may speak with Counseling and Psychological Services (CAPS) and RISD Health Services on campus. There are off-campus counselors or rape crisis resources, or off-campus clergy/chaplains who will also maintain confidentiality. CAPS counselors are available to help you free of charge and can be seen on an emergency basis during normal business hours. After business hours, CAPS utilizes a service called ProtoCall with on-call professional staff to provide therapeutic support. Any calls answered with ProtoCall will also create a report for CAPS staff to follow up with the impacted person during the following business day. Meeting with clinical staff in Counseling and Psychological Services (CAPS) or ProtoCall, clinical staff in Health Services, and Coastline Employee Assistance Program staff does not constitute a subsequent notification to RISD, in most cases. These individuals will maintain confidentiality except in cases of immediacy of threat to harm oneself, threat to harm others, threat to harm the community, threat of danger, abuse of a minor, elder, or individual with a disability, and/or when required to disclose by law or court order.

3. Private Reporting

You may seek support from campus resources that are still required to report formally but will share the information you provide regarding an alleged incident with other departments on a need-to-know basis, for example, Equity & Compliance. Private reporting is not confidential, and follows reporting procedures in a way that aims to respect everyone's privacy. These resources and staff include student employees, such as Resident Assistants (RAs), Advocates for Inclusion in Residence (AIRs), Health and Wellness Ambassadors (HAWAs), faculty members, advisors to student organizations, Student Life personnel, and many others.

If you are unsure of someone's duties and ability to maintain your confidentiality, ask them before you talk to them. They will be able to tell you and may be able to connect you with other resources. If your personally identifiable information is shared, it will be shared with as few people as possible and all efforts will be made to protect your privacy to the greatest extent possible.

4. Anonymous Reporting

If you would like to report details of your experience to RISD without identifying yourself, you can report anonymously through the Equity & Compliance Intake Reporting Form. You can choose what information you want to identify in your report to Equity & Compliance. For various reasons, impacted persons may want to put RISD on notice about certain conduct, incidents, or persons without making themselves known to RISD. Anonymous reporting may limit RISD's ability to respond to a situation and anonymous reporters should not expect to receive outreach from Equity & Compliance regarding their report.

Retaliation
Retaliation consists of any adverse action taken against an individual, or group of individuals, for initiating or participating, in good faith, in the investigation of a complaint of discrimination, discriminatory harassment, sex-based harassment, or hate crimes. Engaging in this behavior is prohibited and may result in a further violation of relevant college policy.

Good Samaritan Provision & Amnesty
RISD encourages the reporting of misconduct and crimes by Complainants and Witnesses. Sometimes, individuals are hesitant to file a Report or Complaint with RISD officials or participate in a Resolution Process because they fear that they themselves may be in violation of certain policies, such as underage drinking or use of illicit drugs at the time of the incident.

It is in the best interests of the RISD community that individuals choose to report misconduct to RISD officials, that individuals come forward to share what they know, and that all Parties be forthcoming during the process.

To encourage reporting and participation in the process, RISD maintains a policy of offering Parties and Witnesses amnesty from other RISD policy violations related to the incident. However, granting amnesty is a discretionary decision made by RISD, and amnesty does not apply to more serious allegations, such as physical abuse of another person or illicit drug distribution.

Supportive Measures
RISD will offer reasonable and appropriate supportive measures designed to restore or preserve access to educational and employment opportunities without unreasonably burdening either party; address safety concerns of the Complainant, the Reporting Party, the Respondent or broader RISD community; maintain the integrity of the investigative and/or resolution process; and deter retaliation.

Supportive measures are available whether or not a Formal Complaint is filed with Equity & Compliance, or with law enforcement, and regardless of whether the Complainant or Equity & Compliance files a Formal Complaint. Supportive measures are non-disciplinary, non-punitive individualized measures offered as appropriate, as reasonably available and without fee or charge to the Complainant or Respondent. RISD maintains confidentiality of any supportive measures provided, to the extent that maintaining such confidentiality would not impair the ability of RISD to provide the supportive measures. RISD will also provide the

Parties with the opportunity to seek additional modification or termination of Supportive Measures applicable to them, upon request, if circumstances change materially.

Supportive measures may include:

- Facilitating access to counseling and medical services;
- Guidance in obtaining a sexual assault forensic examination;
- Facilitating conversations with professors/supervisors in arranging rescheduling assignments and extensions of deadlines;
- Academic supports;
- Assistance in requesting accommodations through the appropriate office, if the Complainant or Respondent qualifies as an individual with a disability;
- Facilitating conversations with professors/supervisors for changes in the Complainant's or Respondent's class schedule (including the ability to transfer course sections or withdraw from a course), work schedule, or job assignment, including teaching, research, and service responsibilities;
- Facilitating conversations with individuals regarding the Complainant's or Respondent's campus housing;
- Facilitating conversations with individuals regarding transportation/safety escorts and other safety planning steps;
- Imposition of a "no contact directive," an administrative remedy designed to curtail contact and communications between two or more individuals;
- Facilitate conversations for a voluntary leave of absence;
- Referral to resources to assist in obtaining a protective order;
- Referral to resources to assist with any financial aid, visa, or immigration concerns; or
- Any other supportive measure that does not unreasonably interfere with either party's access to education or employment opportunities can be used to achieve the goals of the Nondiscrimination Policy.

RISD will consider a number of factors in determining which supportive measures to offer and implement, including the needs of the student or employee seeking supportive measures; the severity or pervasiveness of the alleged conduct; any continuing impacts on the parties; whether the Complainant and the Respondent share the same residence hall, academic course(s), or job location(s); and whether judicial measures have been taken to protect the Complainant (e.g., protective orders).

In addition, other forms of supportive measures may involve more restrictive actions. Such supportive measures, listed below, are typically only available when RISD has an articulable factual foundation that would support the taking of a restrictive measure against a Respondent prior to the conclusion of the investigation or in lieu of an investigation. More restrictive supportive measures, to the extent they are non-punitive, non-disciplinary and can be imposed without unreasonably burdening the Respondent, include:

- Emergency removal of a Student Respondent;
- Paid or unpaid administrative leave for the Employee Respondent;
- Withdrawal from sponsored-research projects;
- Change in the Respondent’s campus housing;

- Exclusion from all or part of campus housing;
- Exclusion from specified activities or areas of campus; or
- Any other restrictive measure that must be used to achieve the goals of the Nondiscrimination Policy.

Equity & Compliance is responsible for ensuring the implementation of Supportive Measures and coordinating RISD's response with the appropriate offices on campus. RISD will maintain any Supportive Measures provided under the Nondiscrimination Policy as confidential, to the extent practicable and to the extent that maintaining such confidentiality would not impair RISD's ability to provide the supportive or protective measures.

About No Contact Directives and No Trespass Orders (RISD-issued)

These are both types of supportive measures that are not to be confused with court-issued protective orders. To request either the No Contact Directive or No-Trespass Order, contact Equity & Compliance.

1. A No Contact Directive (NCD) is a supportive measure issued by Equity & Compliance to prevent direct or indirect communication between two or more Parties, including in-person interactions, phone calls, emails, text messages, or contact through third parties. NCDs are directives issued by Equity & Compliance prohibiting communication between or among designated students and/or employees. NCDs do not become part of a student or employee's conduct record unless they violate the directive as determined by the Nondiscrimination Policy and Procedures. The duration of an NCD is determined by Equity & Compliance.
2. A No-Trespass Order is a supportive and safety measure that is issued by the Department of Public Safety to a person who has no legitimate purpose being on or in any building or land that is owned by the college. These orders will remain in effect for one year from the date of issuance.

About Protective Orders and Other Similar Lawful Orders (Court-Issued)

An individual who experiences sexual assault, domestic violence, dating violence, stalking, and other offenses has the right to pursue any civil remedies, including protective orders, as provided by law. An individual does not need to file a criminal report to use on or off-campus resources or to file a complaint with RISD. RISD, through Equity & Compliance or Public Safety, can assist an individual in navigating or pursuing protective orders, if they would like assistance. Protective orders are not issued by RISD, rather there are two types of court-ordered protective orders.

1. A No Contact Order is related to a criminal charge and is issued at the time of an offender's arraignment. A No Contact Order is in effect for the entire length of the criminal case, including through the length of the sentence. It can be dropped only at the request of the victim with the approval of a judge.
2. Restraining orders (civil) can be sought whether or not there is a criminal case. Restraining orders can be issued when there has been physical or sexual abuse, threats of violence, harassment or stalking that leads someone to fear for their physical safety.

RISD complies with applicable law in recognizing orders of protection. RISD will work in good faith to implement the requirements of judicially issued protective orders and similar orders, to the extent that doing so is within its authority. Any RISD community member who obtains a valid order of protection from Rhode Island or any other jurisdiction should provide a copy to Equity & Compliance and DPS so that these offices can help provide resources and strategies to reduce the risk of harm while on campus or coming and going from campus.

Dating Violence, Domestic Violence, Sexual Assault, and Stalking Awareness and Prevention Programs

Rhode Island School of Design prohibits all forms of discrimination on the basis of sex in the education programs and activities that it operates, including but not limited to dating violence, domestic violence, sexual assault, and stalking. RISD hosts a variety of ongoing awareness programming, initiatives, and strategies for students and employees that are intended to prevent dating violence, domestic violence, sexual assault, and stalking through the promotion of effective consent, positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Awareness programs means community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.

Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

Effective consent is defined by RISD as conscious, informed, freely and voluntarily given, mutually understandable words or actions which indicate a willingness to participate in a specific mutually agreed upon sexual activity.

Ongoing prevention and awareness campaigns means programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the college.

Primary prevention programs means programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Programs to prevent dating violence, domestic violence, sexual assault, and stalking include both primary prevention and awareness programs directed at incoming students and new

employees and ongoing prevention and awareness campaigns directed at students and employees. Programs to prevent dating violence, domestic violence, sexual assault, and stalking are comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking that are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcome; and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Programming

RISD hosts programs to prevent dating violence, domestic violence, sexual assault, and stalking that are comprehensive, intentional, and integrated; are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcome; and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Examples of related programming in 2025 included:

- RISD's annual *Red Flag Campaign*, hosted by Equity & Compliance, used a bystander intervention strategy to address and prevent sexual assault, dating violence, and stalking on campus. The campaign encourages friends and other campus community members to say something when they see warning signs ("red flags") for sexual assault, dating violence, or stalking in another person's relationship. The campaign entails participants naming "red flags" in a relationship, or behaviors that could indicate an unhealthy relationship and/or potential violence. These red flags are displayed on actual red flags that are placed in a highly trafficked location on campus throughout the month of October.
- *Bystander Intervention Training* is a program hosted by Equity & Compliance for students, staff, and faculty at the beginning of the fall semester to raise awareness of intervention strategies and proactively equip the community to recognize and respond to potential harm during the Red Zone, the period from August through Thanksgiving when more than 50% of campus sexual assaults at colleges and universities nationwide are reported to occur.
- *Sex Week* is an annual collaboration initiative between the Center for Student Involvement (CSI), Residence Life, Health Education + Promotion, Equity & Compliance, Intercultural Student Engagement, and RISD Health Services that provides RISD community members with a week of comprehensive, engaging, queer-inclusive, culturally competent, and medically accurate programming focused on sexual health, education, and pleasure.
- *Know Your Rights* is a program that offers guidance and a gamified-approach to understanding student and employee rights under RISD's Title IX and nondiscrimination policies.
- *Sexual Assault Awareness Month* programming offered throughout the month of April.

This year, Equity & Compliance focused on educating on bystander intervention strategies, rights under Title IX, raising awareness about stalking and harassment that occurs in person and online, RISD's policy definition of consent, maintaining healthy relationships, and resources at RISD for students who experience discrimination or discriminatory harassment based on sex and/or gender.

Student Training

At the beginning of each academic year, RISD's Equity & Compliance presents at the STARS Student Leader Training, First Generation College Pre-Orientation Program, Graduate Student Orientation, and New Student Orientation to provide an overview of the office, policies, processes, and definitions related to dating violence, domestic violence, sexual assault, and stalking prevention and response. Staff provides student-attendees tools to identify and engage in bystander intervention for bias, discriminatory harassment, and sexual misconduct in addition to consent and healthy relationships. Additionally, all student employees receive annual mandatory training regarding reporting and response obligations as they relate to bias, discrimination, and discriminatory harassment including sexual misconduct.

Additionally, Equity & Compliance offers training for RISD alumni that participate in a mentorship program where they are paired with a current RISD student to provide support. The training provides an overview of the office, policies, processes, and definitions related to dating violence, domestic violence, sexual assault, and stalking prevention and response in order to enable the alumni to help refer current students to Equity & Compliance.

Faculty and Staff Training

In addition to incoming student programming and training, RISD offers both primary prevention and awareness programs directed at employees, especially new employees. These prevention programs also offer a layer of bystander intervention to empower community members to intervene and stop problematic behavior, even if it is not directed at them.

Additionally, Equity & Compliance engaged and continues to engage with a variety of departments to host presentations, workshops, and training related to topics such as:

- Employee and Student Employee Training: Responding to Disclosures
- Equity & Compliance Training for Advisors & Hearing Panelists
- Pre-Departure Training for Faculty Hosting RISD Global Trips

Further, as of August 1, 2024, Equity & Compliance released campus-wide information about the new Mandatory Reporter and Annual Equity & Compliance Training requirements at RISD. Beginning August 1, 2024, all RISD employees (including student employees), other than those deemed Confidential Employees as defined under RISD's Nondiscrimination Policy and Procedures, are Mandatory Reporters and are required to promptly report all known details of actual or suspected discrimination, discriminatory harassment, and/or retaliation to Equity & Compliance. Additionally, all Mandatory Reporters must complete Annual Equity & Compliance Training. This training includes information on RISD's obligation to address discrimination, discriminatory harassment, and retaliation in its education programs and activities; the scope of

conduct that constitutes discrimination, discriminatory harassment, and retaliation under the Nondiscrimination Policy and Procedures; and all applicable notification and information requirements regarding pregnancy and related conditions. This training is offered via in person sessions hosted by Equity & Compliance or asynchronous online modules hosted by Vector Solutions.

Following the January 9, 2025, US District Court for the Eastern District of Kentucky Ruling in *Tennessee vs. Cardona* which vacated 2024 Title IX Regulations, rendering them effectively null nationwide, and the notice on February 4, 2025 from the Department of Education clarifying that it will enforce Title IX under the provisions of the 2020 Title IX Rule, RISD published the updated Nondiscrimination Policy on March 3, 2025 to be in compliance with applicable legal requirements. On March 3, 2025 Equity & Compliance released campus-wide information about the updated Nondiscrimination Policy. The communication reiterated the requirements regarding Mandatory Reporting and the Annual Equity & Compliance Training.

Risk Reduction & Bystander Intervention

While there is no surefire way to prevent violence, there are some things you can do to help reduce risk. All RISD students, staff and faculty should be aware of measures to take in preventing the risk of violence and creating a safer campus community.

Risk reduction includes options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. Bystander intervention is a community approach to provide safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

If you or someone else is in immediate danger, call RISD Public Safety at 401 454-6666 or dial 911. This could be when a person is yelling at or being physically abusive towards another, and it is not safe for you to intervene.

Bystander intervention:

- Has the potential to make a significant positive impact on individuals and the community of campus;
- Can create a safer and more inclusive environment for everyone on campus;
- Can be empowering, validating, and provide emotional and practical support in the moment and contribute to their long-term healing and recovery; and
- Can help to create a culture of respect, accountability, safety, trust, and belonging where everyone is expected to take responsibility for preventing and responding to incidents of harm.

Use your judgment to determine the best course of action and prioritize the safety and well-being of yourself and others. Bystander intervention is appropriate in any situation where there is potential harm or harm is already occurring, including incidents of bias, discrimination, and discriminatory harassment, including sexual misconduct.

The 5D Model provides RISD community members with ways to engage in active bystander intervention while considering safety, power dynamics, and risk reduction.

1. **DIRECT** - This involves directly confronting the person engaging in the harmful behavior and addressing the situation, and is most effective when there is a low risk of violence or retaliation.
    a. Pros: Can quickly stop the harmful behavior and offer immediate support to the victim.
    b. Cons: Can be risky and escalate the situation, potentially leading to violence or retaliation.
    c. Example: Someone is pushing a fellow student in the dining hall. A bystander intervenes by speaking up and telling the person to stop.
2. **DISTRACT** - This involves distracting the person engaging in harmful behavior in order to interrupt their actions and prevent them from continuing.
    a. Pros: Can interrupt the harmful behavior without confronting the person directly, reducing the risk of violence or retaliation.
    b. Cons: May not address the root cause of the harmful behavior and may not be effective in all situations.
    c. Example: A student is making inappropriate comments towards a peer at a party. A bystander intervenes by changing the subject and starting a conversation about a different topic.
3. **DELEGATE** - This involves seeking out help from a person in a position of authority or someone who is better equipped to address the situation. This can include an RA, Community Coordinator, Equity & Compliance, a faculty or staff member, or Public Safety.
    a. Pros: Can ensure the situation is addressed by someone who has the power and authority to do so.
    b. Cons: May not be as effective in the moment if the person in authority is not in the area to immediately address the behavior, but they can still help right after.
    c. Example: A student overhears a conversation between two peers about an alleged sexual assault. The bystander intervenes by reporting the conversation to Public Safety and Equity & Compliance.
4. **DELAYED SUPPORT** - This can include providing comfort, checking in on them later, or helping them find resources for support after the incident has occurred.
    a. Pros: Can provide emotional and practical support to the person experiencing harm.
    b. Cons: May not directly address the harmful behavior and may not prevent future incidents.
    c. Example: A student is being cyberbullied by classmates. A bystander intervenes by reaching out to the student and offering support.
5. **DOCUMENT** - If you witness an incident, document what you saw, including the date, time, location, and any other relevant details. This information may be helpful if the victim

or survivor chooses to report the incident. This involves documenting the incident through photos, videos, or written notes.

a. Pros: Can provide evidence of the incident and help support the victim in taking action.
b. Cons: Can be risky if the person engaging in harmful behavior notices and retaliates.
c. Example: A bystander witnesses a student being sexually harassed by a professor. The bystander intervenes by taking notes, documenting, and reporting the incident to Equity & Compliance.

How to Recognize Warning Signs of Relationship Violence

Someone involved in an abusive relationship (emotional abuse, physical abuse, etc.), may display some or all the following signs:

- Injuries in multiple stages of healing (often bruises of various colors)
- Fear of displeasing partner
- Spending less time with friends
- Withdrawal from activities that one typically enjoys
- Focusing all of one's energy on their partner
- Inconsistent explanations about cause of injuries due to fear of letting others know the severity of the situation.

Here are some signs of an abusive partner in a relationship:

- Explosive temper, mood swings.
- Jealousy or possessiveness.
- Stalking behaviors such as following, watching from a distance, unwanted or excessive communication.
- Invasion of privacy or obsessive tracking of the person's activities.
- Doesn't seem to care about what their partner wants.
- Physical assault such as slapping, hitting, and punching.

Understanding RISD's Response to Discrimination, Discriminatory Harassment, Sex-Based Harassment, Hate Crimes, and Retaliation

RISD's Nondiscrimination Policy and Procedures prohibits all forms of discrimination and discriminatory harassment including but not limited to sexual assault, dating violence, domestic violence, and stalking, in addition to retaliation against an individual for making a report of conduct prohibited under this Policy or for participating in a Resolution Process of an alleged violation of this Policy.

This Policy also includes the definitions of all Prohibited Conduct. In addition to the definitions provided in the Nondiscrimination Policy, the Rhode Island General Laws provide that Domestic Violence (RIGL § 12-29-2) includes, but is not limited to, any of the following crimes when committed by one family or household member against another: (1) Simple assault (§ 11-5-3); (2) Felony assaults (chapter 5 of title 11); (3) Vandalism (§ 11-44-1); (4) Disorderly conduct (§

11-45-1); (5) Trespass (§ 11-44-26); (6) Kidnapping (§ 11-26-1); (7) Child-snatching (§ 11-26-1.1); (8) Sexual assault (§§ 11-37-2, 11-37-4); (9) Homicide (§§ 11-23-1 and 11-23-3); (10) Violation of the provisions of a protective order entered pursuant to § 15-5-19, chapter 15 of title 15, or chapter 8.1 of title 8 where the respondent has knowledge of the order and the penalty for its violation, or a violation of a no contact order issued pursuant to § 12-29-4; (11) Stalking (chapter 59 of title 11); (12) Refusal to relinquish or to damage or to obstruct a telephone (§ 11-35-14); (13) Burglary and Unlawful Entry (chapter 8 of title 11); (14) Arson (chapter 4 of title 11); (15) Cyberstalking and cyberharassment (§ 11-52- 4.2); (16) Domestic assault by strangulation § 11-5-2.3; and (17) Electronic tracking of motor vehicles (§ 11-69-1). The Rhode Island General laws do not define Dating Violence or Consent. RISD does provide these definitions in the Nondiscrimination Policy.

This Policy is in accordance with Title IX of the Education Amendments of 1972; relevant provisions of the Violence Against Women Reauthorization Act of 2013; Title VII of the Civil Rights Act of 1964; the Jeanne Clery Campus Safety Act (Clery Act) and the Stop Campus Hazing Act (SCHA); their implementing regulations; and other applicable federal and Rhode Island state laws and regulations. The Nondiscrimination Policy provides a prompt, fair, and impartial process.

NONDISCRIMINATION POLICY (Hereinafter, "Policy")[2]

1. Purpose

Rhode Island School of Design ("RISD") is committed to providing an educational and employment environment that is free from discrimination and harassment based on protected characteristics, as well as retaliation for engaging in protected activity. RISD has a compelling interest in assuring community members are part of a community committed to inclusive practices, policies, and values where production and creativity thrive. This includes but is not limited to compliance with Title IX of the Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in RISD's programs and activities; the Jeanne Clery Campus Safety Act (Clery Act), as amended by the Violence Against Women Reauthorization Act of 2013 (VAWA) and the Stop Campus Hazing Act (SCHA); Title VI and Title VII of the Civil Rights Act of 1964; Section 504 of the Rehabilitation Act of 1973; and the Americans with Disabilities Act (ADA).

RISD values and upholds the equal dignity of all members of its community and strives to balance the rights of the Parties in the resolution process during what is often a difficult time for all involved. RISD is committed to fostering an inclusive environment that upholds academic freedom, freedom of speech, and freedom of expression while prohibiting discrimination, discriminatory harassment, and retaliation. RISD strives to balance these essential freedoms with its responsibility to prevent discrimination, discriminatory harassment, and retaliation, remedy the effects, and prevent its recurrence.

[2]The full version of RISD's Nondiscrimination Policy and Procedure is available online here. Relevant portions of RISD's Nondiscrimination Policy and Procedure, including those related to procedures for disciplinary actions including allegations of dating violence, domestic violence, sexual assault, or stalking have been included within this report.

To ensure compliance with federal, state, and local civil rights laws and regulations, and affirm its commitment to promoting fairness and equity in all aspects of education programs and/or activities, Equity & Compliance has developed policies and procedures that provide for prompt, fair, and impartial resolution of allegations of discrimination, discriminatory harassment, and/or retaliation based on protected characteristics.

2. Notice of Nondiscrimination

RISD is committed to creating and providing a learning, living, and working environment free of discrimination and harassment for all students, faculty, and staff. Discrimination and harassment are contrary to the standards of RISD's community and goals towards creating an inclusive environment. Discrimination and harassment impede educational opportunities and equal employment. Discrimination and discriminatory harassment on the basis of any protected characteristic under applicable local, state, or federal law, including protections for those opposing discrimination or participating in any grievance process within the institution, with the Equal Employment Opportunity Commission and/or other human/civil rights agencies, will not be tolerated.

Protected characteristics include age[3], ancestral origin, citizenship status, color, disability, ethnicity, gender expression, gender identity, genetic information, menopause and related medical conditions, national origin, pregnancy and related medical conditions, race, religion, sex, sexual orientation, veteran status, and any other characteristic protected by law.

RISD does not discriminate against any employee, applicant for employment, student, or applicant for admission on the basis of actual, perceived, or association with people with protected characteristics. This Policy covers nondiscrimination in both employment and access to educational opportunities. Therefore, any member of the RISD community whose acts deny, deprive, unreasonably interfere with, or limit the education or employment, residential and/or social access, benefits, and/or opportunities of any member of the RISD community, guest, or visitor on the basis of that person's actual or perceived protected characteristic(s) as listed in the Nondiscrimination Notice, is in violation of this Policy.

Inquiries about discrimination on the basis of sex and Title IX may be referred to RISD's Title IX Coordinator and/or the U.S. Department of Education. RISD's Title IX Coordinator may be reached by contacting Emily Gleason; egleason@risd.edu; 401 454-6341; visiting 20 Washington Place, room 346; or by submitting an online reporting form.

Inquiries about all other forms of discrimination may be referred to RISD's Title VI, Title VII, and ADA/504 Coordinator, the U.S. Department of Education, and/or the U.S. Equal Employment Opportunity Commission. RISD's Title VI, Title VII, and ADA/504 Coordinator may be reached by contacting Jasmine Mahoney; jmahoney@risd.edu; 401 454-6386; visiting 20 Washington Place, room 348; or by submitting an online reporting form.

RISD's Nondiscrimination Policy and Procedures can be located at students.risd.edu/equitycompliance.

[3]Protects individuals 40+ years of age in Employment; protects individuals 18+ years of age in Housing.

Equity & Compliance will promptly and effectively address any such discrimination, discriminatory harassment, and/or retaliation of which it has a report, using the applicable resolution process outlined in the Nondiscrimination Policy.

3. Scope

This Policy applies to all employees, students, and other individuals or groups participating in, or attempting to participate in, RISD's programs and/or activities, including education and employment. Reports based on conduct of students under this Policy may also implicate RISD's Code of Student Conduct and Procedures found here. Similarly, Reports based on conduct of employees, including faculty and staff, under this Policy may also implicate relevant policies under Human Resources found here.

This Policy prohibits all forms of discrimination, discriminatory harassment, and/or retaliation on the basis of the protected characteristic(s) listed in the Notice of Nondiscrimination. This Policy and its Procedures may be applied to incidents, to patterns, and/or to culture/climate issues.

4. Jurisdiction

This Policy applies to RISD's "education programs and activities" (as defined in Section 126. Definitions), circumstances where RISD has disciplinary authority, and misconduct occurring within any building owned or controlled by RISD, including a RISD-recognized student organization. A Complainant does not have to be a member of the RISD community, but does have to be alleged to be subject to conduct that could constitute discrimination, or discriminatory harassment, or retaliation under this Policy, and who was participating or attempting to participate in RISD's education programs and/or activities at the time of the alleged discrimination, discriminatory harassment, and/or retaliation; or a parent, guardian, or other authorized legal representative with the legal right to act on behalf of the Complainant.

Equity & Compliance may also extend jurisdiction to off-campus and/or to online conduct when the conduct violates this Policy, affects a substantial RISD interest, and/or the effects of the misconduct limit or deny a person's access to RISD's education programs and activities. Although RISD may not control websites, social media, and/or other venues through which harassing communications are made, when such communications are reported to RISD, Equity & Compliance will engage in a variety of means to address and mitigate the effects. These may include, but are not limited to the use of a Resolution Process under this Policy, under the Code of Student Conduct or applicable Human Resources policies, or any other RISD policy in order to address off-campus and/or online conduct whose effects contribute to limiting or denying a person access to RISD's education programs and/or activities.

A substantial RISD interest includes:

- Any action that constitutes a criminal offense as defined by law. This includes, but is not limited to, single or repeat violations of any local, state, or federal law;
- Any situation in which it is determined that the Respondent poses an immediate threat to the physical health or safety of any student, employee, or other individual;

- Any situation that significantly impinges upon the rights, property, or achievements of others, significantly breaches the peace, and/or causes social disorder; and/or
- Any situation that substantially interferes with RISD's educational interests or mission.

For a Resolution Process to be initiated and disciplinary action to be issued under this Policy, RISD must have jurisdiction over the Respondent, meaning the Respondent must be a RISD student or employee at the time of the alleged incident. If the Respondent is unknown or is not a member of the RISD community, Equity & Compliance can offer to assist the Complainant in identifying appropriate institutional and local resources and support options, and can offer to implement appropriate supportive measures and/or remedies. Equity & Compliance can also assist in contacting local law enforcement if the individual would like to file a police report about criminal conduct. In situations where RISD does not have jurisdiction over the Respondent, Equity & Compliance reserves the right to implement remedies in an effort to stop, remedy the effects of, and prevent the recurrence of alleged discriminatory behavior.

If a Respondent separates (by withdrawal, resignation, termination, etc.) from RISD, RISD will no longer have jurisdiction over the Respondent from the date of separation. Consequently, a Formal Complaint may be dismissed at the discretion of Equity & Compliance. However, if the Respondent returns to RISD in any capacity, they will be subject to jurisdiction again, and any unresolved or unadjudicated Formal Complaint may resume. In the event that the Respondent separates from RISD, Equity & Compliance may proceed with a Resolution Process and the Respondent will be invited to participate in the Resolution Process while separated from RISD. The Formal Complaint may be addressed under the Policy effective at the time of the alleged misconduct and the Procedures for the current academic year in which the Respondent returns. RISD will maintain records of Complaints for seven (7) years.

All vendors serving RISD through third-party contracts are subject to the policies and procedures of their employers and/or to this Policy if their employer has agreed, through its contract with RISD, to be bound by it. RISD hopes and expects that vendors that do not have this specific language in their contract will cooperate with any process or procedure initiated by RISD under this Policy in response to a Report or Formal Complaint received that relates to a third-party vendor and/or its employees.

When a Party is participating in the Brown/RISD dual degree program, RISD will make an effort to coordinate with Brown University to determine jurisdiction and coordinate providing supportive measures, and responding to a Formal Complaint, under the appropriate policy and procedures, based on the allegations and identities of the Parties.

When the Respondent is enrolled in or employed by another educational institution, Equity & Compliance may assist the Complainant in contacting the appropriate individual(s) at that institution, as it may be possible to pursue action under that institution's policies.

If a student or employee Complainant discloses to Equity & Compliance that they experienced discrimination, discriminatory harassment, and/or retaliation in an externship or in another environment external to RISD, and if there are effects of that external conduct that impact a student or employee's work or educational environment at RISD, Equity & Compliance will attempt to address those effects remedially. In that way, RISD will work with the student or

employee to determine what combination of resources and support will help allow them to continue to access their work or studies.

5. Equity & Compliance Contact Information

Equity & Compliance, comprised of the following individuals, coordinates RISD's compliance with federal, state, and local civil rights laws and ordinances regarding nondiscrimination.

Equity & Compliance
20 Washington Place, third floor
Providence, RI 02903
equitycompliance@risd.edu
24/7: 401 454-6666 (ask to speak to Equity & Compliance staff)
Online Reporting Form

Jasmine Mahoney
Title VI, Title VII, ADA/504 Coordinator
Deputy Title IX Coordinator
20 Washington Place, room 348
401 454-6386
jmahoney@risd.edu

Emily Gleason
Title IX Coordinator
20 Washington Place, room 346
401 454-6341
egleason@risd.edu

Collectively, these staff members are responsible for providing comprehensive nondiscrimination education and training; coordinating RISD's timely, thorough, and fair response, investigation, and resolution of all alleged prohibited conduct under this Policy; and monitoring the effectiveness of this Policy and related Procedures to ensure an education and employment environment free from discrimination, discriminatory harassment, and retaliation.

Equity & Compliance recognizes that allegations under this Policy may include multiple forms of discrimination, discriminatory harassment, and/or retaliation, as well as violations of other RISD policies; may involve various combinations of students, employees, and other members of the RISD community; and may require the simultaneous attention of multiple RISD departments. Accordingly, all RISD departments will share information, combine efforts, and otherwise collaborate, to the maximum extent permitted by law and consistent with other applicable RISD policies, to provide uniform, consistent, efficient, and effective responses to alleged Prohibited Conduct.

6. External Contact Information

Concerns about RISD's application of this Policy and compliance with certain federal civil rights laws may also be addressed to:

Office for Civil Rights (OCR)
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202-1100
Customer Service Hotline #: 800 421-3481
Facsimile: 202 453-6012
TDD#: 877 521-2172
Email: OCR@ed.gov

(Federal) Equal Employment Opportunity Commission (EEOC)
John F. Kennedy Federal Building
15 New Sudbury Street, Room 475
Boston, MA 02203
(800) 669-4000 or (800) 669-6820 TTY
info@eeoc.gov

Massachusetts Commission Against Discrimination (MCAD)
One Ashburton Place, Room 601
Boston, MA 02108
(617) 994-6000

Denholm Building
484 Main Street, Room 320
Worcester, MA 01608
(508) 453-9630

436 Dwight Street, Room 220
Springfield, MA 01103
(413) 739-2145

The Rhode Island Commission for Human Rights
180 Westminster Street, third floor
Providence, RI 02903
401 222-2661

Fair Housing and Equal Opportunity (FHEO)
Boston Regional Office of FHEO
U.S. Department of Housing and Urban Development
Thomas P. O'Neill Jr. Federal Building
10 Causeway Street, Room 553
Boston, Massachusetts 02222
(617) 994-8300
(800) 827-5005

RISD also strongly encourages anyone who becomes aware of an alleged incident of Prohibited Conduct, which may constitute a violation of Rhode Island state law, to report the incident to local

law enforcement and provide support, resources, and assistance to those who do so. 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.

Providence Police Department
Emergency: 911
Non-Emergency: 401 272-3121

Off-Campus Resources

Day One (The Sexual Assault & Trauma Center)
Office: 401 421-4100
Email: info@dayoneri.org
24/7 Helpline: 1 800-494-8100

Sojourner House (Domestic Violence, Sexual Assault, and Human Trafficking)
Office: 401 861-6191
Email: info@sojournerri.org
24/7 Helpline: 401 765-3232

RI Coalition Against Domestic Violence
Office: 401 467-9940
Email: ricadv@ricadv.org
24/7 Helpline: 1 800-494-8100

Rhode Island Bar Association (Legal Assistance)
401 421-5740
Email: info@ribar.com

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

American Immigration Lawyers Association (Visa and Immigration Assistance)
Email: ils@aila.org

Additional on- and off-campus resources can be found here.

7. Mandatory Reporting and Confidential Employees

Mandatory Reporters

All RISD employees (including student employees), other than those deemed Confidential Employees, are Mandatory Reporters and are required to promptly report all known details of actual or suspected discrimination, discriminatory harassment, and/or retaliation to Equity & Compliance. Disclosures of actual or suspected discrimination, discriminatory harassment, and/or retaliation include, but are not limited to: verbal, written, and/or electronic communications, applications, class discussions, and class assignments that are discriminatory or harassing in nature. Equity & Compliance can then review available resources, and resolution options, and implement supportive measures with all Parties involved in the reported incident(s). Mandatory Reporters filing a report with Equity & Compliance help initiate the process for individuals impacted by alleged incidents of discrimination, discriminatory harassment, and/or retaliation to get connected to resources and seek action as needed.

Failure of a Mandatory Reporter, as described above in this section, to report an incident of alleged discrimination, discriminatory harassment, and/or retaliation, of which they become aware, is a violation of this Policy, and Mandatory Reporters can be held accountable under this Policy and its Procedures for Failure to Comply.

A Mandatory Reporter who allegedly experiences discrimination, discriminatory harassment, and/or retaliation that is prohibited under this Policy is encouraged to report the behavior to Equity & Compliance; however, they are not required to report their own experience.

Syllabus Statement

The following statement may be included in course syllabi distributed to students by faculty members.

> **"Notice of Mandatory Reporter Responsibilities:** As a RISD employee, I am designated as a Mandatory Reporter and must report all known details of actual or suspected discrimination, discriminatory harassment, and/or retaliation to Equity & Compliance per RISD's Nondiscrimination Policy. Disclosures of actual or suspected discrimination, discriminatory harassment, and/or retaliation include, but are not limited to: verbal, written, and/or electronic communications, applications, class discussions, and class assignments that are discriminatory or harassing in nature. If you wish to speak with someone confidentially, please contact Counseling and Psychological Services (CAPS) at 401 454-6637. You may also seek assistance or supportive measures from Equity & Compliance by emailing equitycompliance@risd.edu, or by completing the Equity & Compliance Intake Form available online at this link.

Confidential Employees

To enable individuals who have allegedly experienced discrimination, discriminatory harassment, and/or retaliation to access resources and support without submitting a Report to Equity & Compliance, RISD has designated specific employees as Confidential Employees. A

report to a confidential resource listed below is not a report to RISD and will not result in remedial action, an investigation, and/or disciplinary action.

Those designated by RISD as a Confidential Employee are not required to report actual or suspected discrimination, discriminatory harassment, and/or retaliation in a way that identifies the involved Parties. They will, however, provide the reporting individual with the contact information for Equity & Compliance staff, and offer options and resources without any obligation to inform an outside agency or RISD official, unless the involved Parties have requested their information to be shared.

There are three categories of Confidential Employees: 1) Those with confidentiality bestowed by law or professional ethics, such as lawyers, medical professionals, clergy, and counselors; 2) Those whom RISD has specifically designated as confidential for purposes of providing support and resources to the involved Parties; and 3) Those conducting human subjects research as part of a study approved by RISD's Institutional Review Board (IRB). For those in category 1), above, to be able to respect confidentiality, they must be in a confidential relationship with the person reporting, such that they are within the scope of their licensure, professional ethics, or confidential role at the time of receiving the disclosure by the involved Parties. These individuals will maintain confidentiality except in cases of immediacy of threat to harm oneself, threat to harm others, threat to harm the community, threat of danger, abuse of a minor, elder, or individual with a disability, and/or when required to disclose by law or court order.

If the involved Parties would like the details of an experience or incident to be kept confidential, the involved Parties may speak with the following Confidential Employees:

Confidential Employees

RISD Counseling & Psychological Services (CAPS) - students only
72 Pine Street, second floor
Providence, RI 02903
Available 24/7: 401 454-6637

RISD Health Services - students only
72 Pine Street, second floor
Providence, RI 02903
401 454-6625

Employee Assistance Program (EAP) - employees + family members only
C3 Wellbeing
Available 24/7: 1-800-445-1195

Employees within RISD Health Services who receive information regarding suspected discrimination, discriminatory harassment, and/or retaliation within the scope of their confidential roles will timely submit anonymous statistical information to Equity & Compliance for Clery Act purposes unless they believe it would be harmful to their patient. Professional counselors within CAPS are exempt from Clery Act reporting when they are functioning within the scope of their license or certification.

In addition, involved Parties may speak with individuals unaffiliated with RISD, without concern that this Policy will require those unaffiliated to disclose information to the institution without permission, including but not limited to:

- External licensed professional counselors and other medical providers;
- Local advocates and crisis counselors;
- Domestic violence resources;
- Local or state assistance agencies;
- Clergy/Chaplains; and/or
- External attorneys

Equity & Compliance Training - Mandatory Reporting

All employees, including student-employees, must complete Equity & Compliance training on the Nondiscrimination Policy and Mandatory Reporting. This training will include information on RISD's obligation to address discrimination, discriminatory harassment, and retaliation in its education programs and activities; and the scope of conduct that constitutes discrimination, discriminatory harassment, and retaliation under this Policy.

Failure to complete Equity & Compliance training on Mandatory Reporting is a violation of this Policy and individuals may be held accountable under this Policy and its Procedures for Failure to Comply.

8. Disability Accommodations

RISD partners with faculty, staff and students to ensure that all aspects of the RISD community are accessible, equitable and inclusive of individuals with disabilities. Consistent with this Policy, RISD will engage in the interactive process to provide reasonable accommodations to any qualified individual with a disability who has made RISD aware of their disability, provided that such accommodation does not constitute an undue hardship on RISD, consistent with all federal and state requirements.

In determining whether a requested accommodation creates an undue hardship on RISD, the appropriate RISD personnel will consider on a case-by-case basis whether such a request is unduly costly, extensive, substantial, or disruptive, and/or whether it would fundamentally alter the nature of RISD's operation or the essential nature of the course or program.

Employees seeking a reasonable accommodation to perform the essential functions of their job can learn more about Human Resource's Disability Accommodations process here. Applicants for employment seeking a reasonable accommodation should contact Human Resources (humres@risd.edu; 401 454-6606) and ask to speak to the Director of Employment.

Students, including student employees, seeking reasonable accommodations can learn more about Disability Support Services and the academic and non-academic accommodations processes here.

Appealing an Accommodation Decision:

If an accommodation request is denied, students, employees and applicants have the right to Appeal the denial by contacting RISD's ADA/504 Coordinator, Equity & Compliance generally, or by submitting a Disability Accommodations Appeal Request Form within ten (10) business days of receipt of the accommodation decision.

An Appeal for an accommodation decision must be based on one or more of the following grounds:

- There was a **procedural error** made during the accommodation review process that substantially impacted the outcome of the decision (e.g., you were not given an opportunity to participate in an "interactive process" or the collaborative effort to arrive at a reasonable accommodation).
- There was a **substantive error** (such as a misunderstanding of your accommodation request) made during the accommodation review process that substantially impacted the outcome of the decision. To submit an Appeal based on substantive errors, you must demonstrate that you already attempted to address the error(s) with the person(s) who made the original accommodation decision and were unable to resolve the issue.
- There is **evidence of bias or discrimination** on the part of the person(s) who made the accommodation decision that rendered them unable to consider your accommodation request objectively and completely.

A valid statement of Appeal must be in writing, must specify the grounds on which the Appeal is based, must describe the accommodation provided by RISD, and must set forth and explain in detail any relevant information. General dissatisfaction with a decision is not grounds for an Appeal.

The ADA/504 Coordinator will review the Appeal and materials submitted, request additional materials or statements as needed according to the Coordinator's discretion, and provide a written response to the Complainant within ten (10) business days upon receipt of a valid statement of Appeal. The timeframes detailed may be adjusted for good cause upon request by the Complainant.

Appeals written by third Parties will not be accepted.

Any person who believes they have been discriminated against on the basis of disability, including but not limited to their accommodations not being honored, should contact Equity & Compliance in accordance with this Policy.

9. Pregnancy, Menopause, & Related Medical Conditions

A. Students

RISD will take specific actions to promptly and effectively prevent sex-based discrimination and ensure equal access to RISD's education programs and/or activities once a student, or a person who has a legal right to act on behalf of the student, notifies Equity & Compliance, of the student's pregnancy, menopause, or related medical conditions. Equity & Compliance will consult with the student to determine reasonable

modification(s) based on the student's individualized needs. Upon notification of a student's pregnancy, menopause, or related medical condition, Equity & Compliance will:

1) Provide the individual with RISD's Notice of Nondiscrimination;
2) Implement reasonable modifications to RISD's policies, practices, or procedures as necessary, based on the student's individualized needs;
3) Allow the student to voluntarily access any separate and comparable portion of RISD's education programs and/or activities;
4) Allow the student to voluntarily take a leave of absence from RISD's education programs and/or activities to cover, at minimum, the period of time deemed medically necessary by the student's licensed healthcare provider (when the student returns to the RISD's education programs and/or activities, the student will be reinstated to the academic status and, as practicable, to the extracurricular status that the student held when the voluntary leave began);
5) Ensure that the student can access a lactation space;
6) Inform the student that they are not required to provide supporting documentation, or certification from a healthcare provider or any other person, to Equity & Compliance; unless the documentation is necessary and reasonable for Equity & Compliance to determine a reasonable modification, or a certified level of physical ability or health is necessary for participation in a class, program, or extracurricular activity, and such certification is required of all students participating in the class, program, or extracurricular activity, and the information obtained is not used as a basis for discrimination.

To the extent consistent with the actions specified in this Policy that Equity & Compliance can take upon receiving notification of a student's pregnancy, menopause, or related medical conditions, RISD will treat pregnancy, menopause, or related medical conditions in the same manner, and under the same policies, as any other temporary medical conditions with respect to any medical or hospital benefit, service, plan, or policy RISD administers, operates, offers, or participates in with respect to students admitted to RISD's education programs and/or activities.

B. Employees

RISD does not discriminate against any employee or applicant for employment on the basis of current, potential, or past pregnancy, menopause, or related medical conditions. RISD treats pregnancy, menopause, or related medical conditions as any other temporary medical conditions for all job-related purposes. Nothing in this Policy shall abridge the rights afforded to workers, including applicants and employees, affected by pregnancy, childbirth, menopause, or other related medical conditions under federal, state, or local laws. A qualified employee or applicant with known limitations related to, affected by, or arising out of pregnancy, childbirth, menopause, or related medical conditions may seek a reasonable accommodation unless the accommodation will cause an undue hardship by contacting Human Resources.

C. Admissions

In determining whether a person satisfies any policy or criterion for admission, or in making any offer of admission, RISD will treat pregnancy, menopause, or related medical conditions in the same manner and under the same policies as any other temporary medical conditions; will not pose pre-admission inquiries as to the marital status of an applicant for admission (including whether such applicant is “Miss or Mrs”); and will not discriminate against any person on the basis of current, potential, or past pregnancy, menopause, or related medical conditions, or adopt or implement any policy, practice, or procedure that discriminates.

D. Reasonable Modifications & Accommodations for Pregnancy, Menopause and Medical Related Conditions

Consistent with this Policy, RISD will provide reasonable modifications or accommodations to a RISD student, employee, or applicant upon request, provided that such modifications for students or accommodations for employees does not constitute an undue hardship on RISD consistent with all federal and state requirements. Equity & Compliance can assist in coordinating reasonable modifications to ensure students, including student employees, have equal access to RISD’s programs and activities. Human Resources can assist in coordinating reasonable accommodations to ensure employees have equal access to RISD’s programs and activities.

In determining whether a requested modification or accommodation creates an undue hardship on the college, the appropriate college personnel will consider on a case-by-case basis whether such a request is unduly costly, extensive, substantial, or disruptive, and/or whether it would fundamentally alter the nature of RISD’s operations. A modification that would fundamentally alter the nature of RISD’s education programs and/or activities is not a reasonable modification. An accommodation that would fundamentally alter the nature of the essential functions of the job is not a reasonable accommodation.

The student or employee has discretion to accept or decline each reasonable modification or accommodation offered by RISD. RISD will implement each reasonable modification or accommodation accepted by the student or employee.

Reasonable modifications or accommodations may include, but are not limited to, breaks during class/work to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom; intermittent absences to attend medical appointments; access to online or homebound education/work; changes in schedule or course sequence; extensions of time for coursework and rescheduling of tests and examinations; allowance to sit or stand, or carry or keep water nearby; counseling; changes in physical space or supplies (for example, access to a larger desk or a footrest); elevator access; or other changes to policies, practices, or procedures in consultation with the office overseeing such policy, practice, or procedure.

RISD does not engage in prohibited discrimination when it allows a student, based on pregnancy, menopause, or related medical conditions, to voluntarily participate in a separate portion of its education programs and/or activities, and will ensure that the separate portion is comparable to that offered to students who are not pregnant, or experiencing menopause and do not have related medical conditions.

E. Lactation Privacy Rooms

Lactation privacy rooms are located at 20 Washington Place, room 328, and Bayard Ewing Building (BEB), room 022. These rooms can be reserved via schedule.risd.edu or by contacting Equity & Compliance (equitycompliance@risd.edu) or Human Resources (humres@risd.edu). Employees may also express breastmilk in their own private office and arrange for breaks to pump in accordance with Human Resources policy.

Alternative spaces for expressing milk may be any private space shielded from view and free from intrusion from others and the public with a lock on the door. A bathroom shall not serve as a lactation space.

10. Religious Accommodations

RISD will make good faith efforts to provide reasonable accommodations for a RISD community member who experiences a conflict between a class/work requirement and an individual's religious beliefs, observances, or practices; unless such an accommodation would create an undue hardship for RISD. Religious accommodations may be requested by filling out the Religious Accommodations Request Form.

Equity & Compliance will review each request. Reasonable accommodations will be determined collaboratively between the requestor and faculty/manager and be determined on a case-by-case basis. Factors that are considered in this determination include the nature of the accommodation requested, the duration of the request, alternative accommodations, the impact on the operation of the department/RISD, and the ability of the individual to perform the essential functions of their role if the accommodation is granted. Reasonable accommodations may include, but are not limited to: providing individuals with leave for religious observances, providing a time and/or place to pray, providing the flexibility to wear religious attire, permitting flexible scheduling or adjustments to work schedules, and/or paid or unpaid time off. The accommodations must be approved by the department in advance. Contents of this request will be shared only as necessary to consider the approval and/or implementation of a reasonable accommodation.

Additionally, any person who believes they have been discriminated against on the basis of their religion should contact Equity & Compliance in accordance with this Policy.

11. Prohibited Conduct

Students and employees are entitled to an employment and educational environment that is free of discrimination, discriminatory harassment, and retaliation. This Policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include germane but controversial or sensitive subject matters protected by academic freedom.

The sections below describe the specific forms of prohibited discrimination, discriminatory harassment, and retaliation that are prohibited under RISD Policy. When speech or conduct is protected by academic freedom, as determined by Equity & Compliance and/or other applicable laws and policies, it will not be considered a violation of RISD Policy; supportive measures will still be available to those impacted.

All Prohibited Conduct definitions below encompass actual and/or attempted offenses.

Any of the following offenses can be charged individually, or combined as pattern offenses, in which case the Notice of Investigation and Allegations ("NOIA") will clearly indicate that both individual incidents and a pattern of conduct are being investigated. A pattern may exist and be charged when there is a potential substantial similarity to incidents where the proof of one could make it more likely that the other(s) occurred, and vice-versa. Patterns may exist based on target selection, similarity of offense, or other factors. Pattern-based evidence can offer corroboration of an allegation, and where a pattern is charged and found, it can be the basis to enhance sanctions accordingly.

Violation of any other RISD policies may constitute discrimination or discriminatory harassment when motivated by actual or perceived protected characteristic(s), and the result is a limitation or denial of employment or educational access, benefits, or opportunities.

This Policy is not intended to restrict or discourage constitutionally protected speech, including opinion, criticism, satire, or expression that may be offensive, unpopular, or controversial when conducted in compliance with applicable laws and reasonable time, place, and manner restrictions, nor is it intended to govern or resolve routine workplace or educational disagreements, academic or performance-related matters, or supervisory, instructional, or administrative decisions unrelated to a protected characteristic.

A. Nondiscrimination Prohibited Conduct

Nondiscrimination Prohibited Conduct includes any form of discrimination or discriminatory harassment based on an individual's actual or perceived protected characteristic, including but not limited to sex, when the behavior does not meet the specific definitions under Title IX Prohibited Conduct., occurs outside RISD's education program or activity, or takes place outside the United States.

1) Bias Incidents

Bias Incidents are observable behaviors or actions that reflect or appear to reflect bias related to a protected characteristic and that may cause harm, offense, or negative impact to individuals or groups. . Bias incidents can be related to an event, image, utterance, or behavior that demeans or degrades an individual or group based on their belonging or perceived belonging to a particular identity group. Such actions may be harmful to and/or diminish the worth of others Bias incidents are not required to be violations of any local, state, or federal statutes, and, at the time of reporting, do not

have to be determined to have violated other RISD policies. Although bias incidents can also be acts of discriminatory harassment, not all bias incidents constitute discriminatory harassment.

RISD acknowledges that all individuals hold personal biases; the mere existence of a belief, preference, or bias, without associated conduct, is not a policy violation. This policy applies only to behaviors, not internal attitudes.

For an incident to be considered a bias incident, there must be a reasonable connection between the behavior and an actual or perceived protected characteristic.

RISD recognizes that bias may present as either localized or community-based incidents. All reported incidents will be reviewed by Equity & Compliance to determine appropriate response steps.

a. **Localized Bias Incidents:** are categorized as incidents that would warrant a localized response from a member of the RISD community; were seen or heard by few people (e.g., between roommates, in a small gathering); do not necessarily violate RISD policy or local, state, or federal laws; the biased material was contained to those involved; and/or the incident may not constitute a hate crime under governing law.

   An example of a localized bias incident that may warrant a localized response is a racist joke told in a residence hall room.

b. **Community Bias Incidents:** are categorized as incidents that may warrant a RISD community response based on the community impact; were seen or heard by many; may violate RISD policy; gained media and/or interest from outside the RISD community; and/or can be investigated as a hate crime.

   An example of a community bias incident that may warrant a community response could be a banner hung on the RISD Beach with homophobic slurs written on it.

Other examples of bias-related conduct could include, but are not limited to:

- Jokes that are demeaning to a group of people based on their actual or perceived protected characteristic(s);
- Imitating or mocking someone with a disability, or mocking someone's cultural norm or practice;
- Performing a skit in which participants use blackface or other ethnic group makeup or props;
- Hosting a tokenizing culturally themed event or party;
- Posting flyers or graffiti that contain demeaning or insensitive language or images.

Response to Bias Incidents

All bias incidents are handled on a case-by-case basis. Bias incidents that do not rise to the level of discrimination, discriminatory harassment, or Title IX Prohibited Conduct may be navigated under the Bias Response Protocol (Appendix A, Section 9.B.). Responses to bias incidents that do not constitute discrimination or discriminatory harassment will focus on education and dialogue rather than disciplinary action.

RISD will identify trends and patterns in bias incidents reported to Equity & Compliance for the purposes of recommending preventative solutions and creating educational opportunities available to the RISD community.

2) Discrimination

Discrimination is different treatment with respect to an individual's employment or participation in an education program or activity based, in whole or in part, upon the individual's actual or perceived protected characteristic. Discrimination also includes allegations of a failure to provide or honor reasonable accommodations as required by law or policy, such as for disability or religion. Discrimination can take two primary forms:

a) **Disparate Treatment Discrimination**: Any intentional differential treatment of a person or group of people that is based on an individual's actual or perceived protected characteristic and that: excludes an individual from participation in; denies the individual benefits of; or otherwise adversely affects a term or condition of an individual's participation in a RISD program or activity.

b) **Disparate Impact Discrimination**: Occurs when policies or practices, that may appear to be neutral, intentionally or unintentionally result in a disproportionate impact on a protected group or person that: excludes an individual from participation in; denies the individual benefits of; or otherwise adversely affects a term or condition of an individual's participation in a RISD program or activity.

3) Discriminatory Harassment

Discriminatory Harassment is unwelcome conduct on the basis of actual or perceived protected characteristic(s), that, based on the totality of the circumstances, is objectively offensive, and is so severe or pervasive, that it unreasonably interferes with, limits, or effectively denies a person's ability to participate in or benefit from RISD's education programs and/or activities (e.g. creates a hostile environment). Whether a hostile environment has been created is a fact specific inquiry that includes a consideration of the following:

- The degree to which the conduct affected the Complainant's ability to access RISD's education programs and/or activities;
- The type, frequency, and duration of the conduct;
- The Parties' ages, roles within RISD's programs and/or activities, previous interactions, and other factors about each Party that may be relevant to evaluating the effects of the conduct;
- The location of the conduct and the context in which the conduct occurred; and
- Other discriminatory harassment in RISD's education programs and/or activities.

RISD reserves the right to address offensive conduct and/or harassment that (1) does not rise to the level of creating a hostile environment, and/or (2) that is of a generic nature and not based on a protected characteristic. Addressing such conduct will not result in the imposition of discipline under this Policy, but may be addressed through respectful conversation, remedial actions, education, other Informal Resolution mechanisms, and/or other RISD policies such as the Code of Student Conduct or Respect in the Workplace Policy as applicable.

4) Hate Crimes

A crime that manifests evidence that the Complainant was intentionally selected because of the Respondent's bias against the Complainant. For the purposes of this section, the categories of bias include the Complainant's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

5) Sexual Assault:

Any sexual act directed against another person, without the effective consent of the Complainant, including instances where the Complainant is incapable of giving consent that includes any of the following.[4]

A. **Nonconsensual Sexual Intercourse** includes:
   a. **Rape:** penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration involving a sex organ or sex-related object, without the effective consent of the Complainant, including circumstances in which the Complainant is incapable of giving effective consent due to age or temporary or permanent mental or physical incapacity;
   b. **Incest**: non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by state law; and

[4] This definition of sexual assault does not constitute a chargeable offense under the Policy. It is a description encompassing the four chargeable offenses (rape, incest, statutory rape, and fondling) listed below.

c. **Statutory Rape**: non-forcible sexual intercourse with a person who is under the statutory age of consent (in Rhode Island the age of consent is 16).

B. **Fondling** includes:
   a. The intentional touching of the clothed or unclothed genitals, buttocks, grown, breast, or other body parts of the Complainant by the Respondent without the consent of the Complainant for the purpose of sexual degradation, sexual gratification, or sexual humiliation; and/or
   b. The intentional touching by the Complainant of the Respondent's clothed or unclothed genitals, buttocks, groin, breasts, or other body parts without consent of the Complainant for the purpose of sexual degradation, sexual gratification, or sexual humiliation.
   c. This includes instances where the Complainant is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

6) **Dating Violence:** violence[5] committed by a Respondent, who is in or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

7) **Domestic Violence:** violence committed by a Respondent who is a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common; by a person who is cohabitating with, or has cohabitated with, the Complainant in the past three (3) years, by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Rhode Island, or ; by any other person against an adult or youth Complainant who is protected from those acts under the family or domestic violence laws of Rhode Island.

It should be understood that dating violence and domestic violence applies to any pattern of coercive behavior that is used by one person to gain power and control

[5] For purposes of this Policy, violence includes intentional or reckless conduct that causes the Complainant serious physical, emotional, or psychological harm. Intent exists where a Reasonable Person would conclude the conduct was undertaken to cause serious harm, and recklessness is shown by disregard of an obvious risk to the Complainant's safety. Legitimate use of violence for self-defense is not chargeable under the Policy because the purpose is safety, not harm. Self-defense is only to be considered if it is prompted by physical violence or the threat thereof. Consensual use of violence, such as in kink relationships, would also not meet this definition in most circumstances. Threats to seriously harm the Complainant or people they care about may be chargeable under this definition if doing so causes serious emotional or psychological harm.

over a current or former intimate or dating partner. This pattern of behavior may include, but is not limited to, physical or sexual violence, emotional and psychological intimidation, threats, verbal abuse, stalking, isolation, and/or economic control.

8) **Stalking:** engaging in a course of conduct[6] on the basis of sex, that is directed at a specific person that would cause a reasonable person to fear for their own safety or the safety of others; or suffer substantial emotional distress.[7]

9) **Abuse in Later Life:** neglect, abandonment, economic abuse, or willful harm of an adult aged 50 or older by an individual in an ongoing relationship of trust with the victim; or domestic violence, dating violence, sexual assault, or stalking of an adult aged 50 or older by any individual; and does not include self-neglect.

10) **Economic Abuse:** in the context of domestic violence, dating violence, and abuse in later life, behavior that is coercive, deceptive, or unreasonably controls or restrains a person's ability to acquire, use, or maintain economic resources to which they are entitled, including using coercion, fraud, or manipulation to restrict a person's access to money, access to money, assets, credit, or financial information; unfairly uses a person's personal economic resources, including money, assets, and credit, for one's own advantage; or exert undue influence over a person's financial and economic behavior or decisions, including forcing default on joint or other financial obligations, exploiting powers of attorney, guardianships, or conservatorship, or failing or neglecting to act in the best interests of a person to whom one has fiduciary duty.

11) **Forced Marriage:** means a marriage to which one or both Parties do not or cannot consent, and in which one or more elements of force, fraud, or coercion is present. Forced marriage can be both a cause and a consequence of domestic violence, dating violence, sexual assault, or stalking.

12) **Technological Abuse:** an act or pattern of behavior that occurs within domestic violence, dating violence, sexual assault, or stalking and is intended to harm, threaten, intimidate, control, stalk, harass, impersonate, exploit, extort, or monitor, except as otherwise permitted by law, another person, that occurs using any form of technology, including but not limited to: internet enabled devices, online spaces or platforms, computers, mobile devices, cameras and imaging programs, apps, location tracking devices, or communication technologies, or any other emerging technologies.

13) **Sexual Exploitation:** occurs when an individual takes non-consensual or

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

[7]In the context of stalking, a Complainant is not required to obtain medical or other professional treatment, and counseling is not required, to show substantial emotional distress.

abusive sexual advantage of another, that does not constitute Discriminatory Harassment as defined above, for their own benefit or for the benefit of anyone other than the person being exploited.

Examples of Sexual Exploitation include, but are not limited to:

- Sexual voyeurism (such as observing or allowing others to observe a person undressing or using the bathroom or engaging in sexual acts, without the consent of the person being observed);
- Invasion of sexual privacy (e.g., doxxing);
- Knowingly making an unwelcome disclosure of, or threatening to disclose, an individual's sexual orientation, gender identity, or gender expression (purposely fulling “outing” someone);
- Taking pictures, video, or audio recording of another in a sexual act, or in any other sexually related activity when there is a reasonable expectation of privacy during the activity, without the consent of all involved in the activity; or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity;
- Disseminating non-consensual intimate imagery including but not limited to sexual, nude, or semi-nude photos or videos;
- Prostituting another person;
- Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or a sexually transmitted disease (STD) or infection (STI), without informing the other person of the virus, disease, or infection;
- Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person’s ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity;
- Misappropriation of another person’s identity on apps, websites, or other venues designed for dating or sexual connections (e.g., spoofing);
- Forcing a person to take an action against that person’s will by threatening to show, post, or share information, video, audio, or an image that depicts the person’s nudity or sexual activity;
- Knowingly soliciting a minor for sexual activity;
- Engaging in sex trafficking;
- Knowingly creating, possessing, or disseminating child sexual abuse images, videos, or recordings;
- Creating or disseminating synthetic media, including images, videos, or audio representations of individuals doing or saying sexually-related things that never happened, or placing identifiable real people in fictitious pornographic or nude situations without their consent (i.e., Deepfakes).

B. Title IX Prohibited Conduct

Title IX Prohibited Conduct applies exclusively to prohibited conduct on the basis of sex,[8] as defined by the 2020 Title IX regulations, that occurs within RISD's educational program or activity and against a person located in the United States.

A. **Sexual Harassment:** Title IX Sexual Harassment is conduct on the basis of sex that satisfies one or more of the following three categories: (a) Quid Pro Quo Sexual Harassment; (b) Hostile Environment Sexual Harassment; and/or (c) Sex-Based Crimes. Acts of Sexual Harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved.
    a. **Quid Pro Quo:** occurs when an employee of RISD conditions (implicitly or explicitly) the provision of an aid, benefit, or service of RISD on an individual's participation in unwelcome sexual conduct.
    b. **Hostile Environment Sexual Harassment:** occurs when unwelcome conduct, determined by a reasonable person, to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to RISD'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).

        a. **Sexual Assault:** includes the sex offenses of Rape, Sodomy, Sexual Assault wit an Object, Fondling, Incest, and Statutory Rape.
            1. **Rape:** penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration involving a sex organ or sex-related object, without the effective consent of the Complainant, including circumstances in which the Complainant is incapable of giving effective consent due to age or temporary or permanent mental or physical incapacity;
            2. **Incest**: non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by state law; and
            3. **Statutory Rape**: non-forcible sexual intercourse with a person who is under the statutory age of consent (in Rhode Island the age of consent is 16).
        b. **Fondling:**
            i. The intentional touching of the clothed or unclothed genitals, buttocks, groin, breast, or other body parts of the Complainant by the Respondent, without the consent of the Complainant, for the purpose of sexual degradation, sexual gratification, or sexual humiliation; and/or

[8] In accordance with the Executive Order dated January 20, 2025 and the Dear Colleague Letter dated January 31, 2025, the definition of sex under Title IX 2020 Final Rule refers to "an individual's immutable biological classification as either male or female." Any alleged Prohibited Conduct on the basis of sex falling outside of this definition will be referred to Procedure A.

ii. The forced touching by the Complainant of the Respondent's clothed or unclothed genitals, buttocks, groin, breast, or other body parts, without consent of the Complainant for the purpose of sexual degradation, sexual gratification, or sexual humiliation.
iii. This includes instances where the Complainant is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

d. **Dating Violence:** violence[9] committed by a Respondent, who is in or has been in a social relationship of a romantic or intimate nature with the Complainant; and where the existence of such a relationship shall be determined based on a consideration of the following factors: length of the relationship, type of relationship, and frequency of the interaction between the Parties involved in the relationship.

e. **Domestic Violence:** felony or misdemeanor crimes violence committed by a Respondent person who is a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common; by a person who is cohabitating with, or has cohabitated with, the Complainant in the past three (3) years, by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Rhode Island, or under the family or domestic violence laws of Rhode Island, or a person similarly situated to a spouse of the Complainant; is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner; shares a child in common with the Complainant; by any other person against an adult or youth or commits acts against a youth or adult Complainant who is protected from those acts under the family or domestic violence laws of Rhode Island.

   It should be understood that dating violence and domestic violence applies to any pattern of coercive behavior that is used by one person to gain power and control over a current or former intimate or dating partner. This pattern of behavior may include, but is not limited to, physical or sexual violence, emotional and psychological

[9] For purposes of this Policy, violence includes intentional or reckless conduct that causes the Complainant serious physical, emotional, or psychological harm. Intent exists where a Reasonable Person would conclude the conduct was undertaken to cause serious harm, and recklessness is shown by disregard of an obvious risk to the Complainant's safety. Legitimate use of violence for self-defense is not chargeable under the Policy because the purpose is safety, not harm. Self-defense is only to be considered if it is prompted by physical violence or the threat thereof. Consensual use of violence, such as in kink relationships, would also not meet this definition in most circumstances.Threats to seriously harm the Complainant or people they care about may be chargeable under this definition if doing so causes serious emotional or psychological harm.

intimidation, threats, verbal abuse, stalking, isolation, and/or economic control.

f. **Stalking:** engaging in a course of conduct[10] on the basis of sex, that is directed at a specific person that would cause a reasonable person to fear for their own safety or the safety of others; or suffer substantial emotional distress.[11]

2) Abuse in Later Life: neglect, abandonment, economic abuse, or willful harm of an adult aged 50 or older by an individual in an ongoing relationship of trust with the victim; or domestic violence, dating violence, sexual assault, or stalking of an adult aged 50 or older by any individual; and does not include self-neglect.

3) Economic Abuse: in the context of domestic violence, dating violence, and abuse in later life, behavior that is coercive, deceptive, or unreasonably controls or restrains a person's ability to acquire, use, or maintain economic resources to which they are entitled, including using coercion, fraud, or manipulation to restrict a person's access to money, assets, credit, or financial information; unfairly uses a person's personal economic resources, including money, assets, and credit, for one's own advantage; or exert undue influence over a person's financial and economic behavior or decisions, including forcing default on joint or other financial obligations, exploiting powers of attorney, guardianships, or conservatorship, or failing or neglecting to act in the best interests of a person to whom one has fiduciary duty.

4) Forced Marriage: means a marriage to which one or both Parties do not or cannot consent, and in which one or more elements of force, fraud, or coercion is present. Forced marriage can be both a cause and a consequence of domestic violence, dating violence, sexual assault, or stalking.

5) Technological Abuse: an act or pattern of behavior that occurs within domestic violence, dating violence, sexual assault, or stalking and is intended to harm, threaten, intimidate, control, stalk, harass, impersonate, exploit, extort, or monitor, except as otherwise permitted by law, another person, that occurs using any form of technology, including but not limited to: internet enabled devices, online spaces or platforms, computers, mobile devices, cameras and imaging programs, apps, location tracking devices, or communication technologies, or any other emerging technologies.

C. Other Prohibited Conduct

- **Retaliation:** Any materially adverse action taken or attempted to be taken, including intimidation, threats, coercion, or discrimination, against any person, by

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

[11]In the context of stalking, a Complainant is not required to obtain medical or other professional treatment, and counseling is not required, to show substantial emotional distress.

RISD, a student, employee, or a person authorized by RISD for the purpose of interfering with any right or privilege secured by this Policy. Retaliation also includes materially adverse actions taken because an individual has made a Report or Formal Complaint, testified, assisted, or participated—or refused to participate—in any manner in an investigation, proceeding, or hearing under this Policy. Retaliation includes, but is not limited to, bringing separate conduct charges against an individual for other misconduct that does not fall under this Policy if the charges arise out of the same facts or circumstances as a Report or Formal Complaint of Prohibited Conduct, when done for the purpose of interfering with rights under this Policy.

The exercise of rights protected under academic freedom does not constitute retaliation. It is also not retaliation for RISD to pursue Policy violations against those who make materially false statements in bad faith in the course of a resolution under this Policy. However, the determination of responsibility, by itself, is not sufficient to conclude that any Party has made a materially false statement in bad faith.

- **Unauthorized Disclosure:** Distributing or otherwise publicizing materials created or produced during an investigation or Resolution Process, except as required by law or as expressly permitted by RISD, or disclosing a Party's personally identifiable information without authorization from RISD or consent of the Party, is strictly prohibited.

  RISD's process is private by federal law; in accordance with this, discretion is requested to minimize the sharing of information and to preserve the integrity of the process. Parties and Advisors are prohibited from unauthorized disclosure of information obtained by RISD through the Resolution Process, to the extent that information is the work product of RISD (meaning it has been produced, compiled, or written by RISD for purposes of its investigation and resolution of a Formal Complaint). It is also a violation of RISD Policy to publicly disclose work product or a Party's personally identifiable information without authorization of RISD or consent of the Party.

  In the event of Unauthorized Disclosure, Equity & Compliance reserves the right to collaborate with the appropriate office(s) to resolve the reported incident(s) with the goals of stopping the behavior, remedying its effects, and preventing its recurrence. These may include the use of a Resolution Process under this Policy, or under the Code of Student Conduct or applicable Human Resources policies.

  Nothing in this section restricts the ability of the Parties to: obtain and present evidence, including by speaking to Witnesses (as long as it does not constitute Retaliation under this Policy), consult with their family members, confidential resources, or Advisors; or otherwise prepare for or participate in the Resolution Process.

- **Failure to Comply/Process Interference:** While participation in a Resolution Process is voluntary, such behavior is prohibited:
  - Failure to comply with the reasonable directives of Equity & Compliance in the performance of their official duties, including but not limited to failure to complete Equity & Compliance training or failure to comply with the terms of a No Contact Directive;
  - Failure to comply with emergency removal or interim suspension terms;
  - Failure of a Respondent to comply with applicable sanctions;
  - Failure of an authorized employee to enforce sanctions;
  - Failure to adhere to the terms of an agreement achieved through Informal Resolution;
  - Failure to comply with mandatory reporting duties as defined in this Policy;
  - Interference with a Resolution Process, including but not limited to:
    - Destruction of or concealing of evidence;
    - Actual or attempted solicitation of knowingly false statements or providing false statements or evidence; or
    - Intimidating or bribing a Witness or Party.

  In the event of Failure to Comply/Process Interference, Equity & Compliance reserves the right to collaborate with the appropriate office(s) to resolve the reported incident(s) with the goals of stopping the behavior, remedying its effects, and preventing its recurrence. These may include the use of a Resolution Process under this Policy, or under the Code of Student Conduct or applicable Human Resources policies.

- **Complicity:** Any act by another individual who knew, or reasonably should have known, that the act would result in aiding, facilitating, promoting, or encouraging the commission of Prohibited Conduct under this Policy.

  Examples of Complicity may include, but are not limited to: restraining another individual during a sexual assault, encouraging someone to commit dating violence or sexual assault, or intentionally not intervening for the purpose of facilitating another person committing Prohibited Conduct under this Policy.

5) **Hazing:** 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 (e.g., a club, athletic team, fraternity, or sorority); and (2) causes or creates a risk, above the reasonable risk encountered in the course of participation in an educational program or activity or the organization, of physical or psychological injury..

   It is not necessary that a person's initiation or continued membership is contingent upon participation in the activity, or that the activity was sanctioned or approved by the student group or student organization, for an allegation of hazing to be upheld. It shall not constitute an excuse or defense to a hazing allegation that the

participants took part voluntarily, gave consent to the conduct, voluntarily assumed the risks or hardship of the activity, or that no injury was suffered or sustained. The actions of alumni, active, new, and/or prospective members of a student group or student organization may be considered hazing.

D. Other Relevant Definitions

1) **Coercion:** the use of an unreasonable amount of pressure to initiate or continue sexual activity against an individual's will. Coercion is more than an effort to gain consent, persuade, entice, or attract another person to engage in sexual activity. Coercive conduct, if sufficiently severe, can render a person's consent ineffective, because it is not voluntary. When someone makes clear that they do not want to engage in sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive. Coercion is evaluated based on the frequency, intensity, isolation, and duration of the pressure involved.

2) **Course of Conduct:** a pattern of conduct composed of two or more acts, evidencing a continuity of purpose.[12]

3) **Effective Consent:** defined as conscious, informed, freely and voluntarily given, mutually understandable words or actions which indicate a willingness to participate in a specific mutually agreed upon sexual activity.

   Engaging in any form of sexual contact or activity with another person without that person's effective consent is strictly forbidden. For purposes of this provision, (a) it is the responsibility of the person seeking to initiate sexual contact or activity to obtain such consent, not of the intended recipient of such contact or activity to deny such consent, and (b) valid consent cannot be obtained from a person whose ability to make decisions is incapacitated by alcohol, drugs, or other intoxicants or by mental or physical condition; who is unaware that the sexual contact or conduct is being committed; or who is compelled or coerced to grant consent by force, threat of force, deception, or supervisory or disciplinary authority.

   For consent to be established, there must be a clear expression in words or actions that the other individual consented to that specific sexual activity. Consent is evaluated from the perspective of what a reasonable person would conclude are mutually understandable words or actions. Reasonable reciprocation can establish consent.

   Consent can also be withdrawn once given. The individual seeking to withdraw consent must reasonably and clearly communicate the withdrawal. If consent is withdrawn, sexual activity should cease within a reasonably immediate time.

[12]As defined in 18 USC § 2266(2).

Silence or lack of resistance alone should not be interpreted as consent. The absence of resistance does not demonstrate consent. While resistance is not required or necessary, it is a clear demonstration of non-consent.

Consent to some sexual activity (e.g., kissing or touching) cannot be assumed to be consent for other sexual activity (e.g., intercourse). A current or previous intimate relationship is not sufficient to constitute consent. If an individual expresses conditions on their willingness to consent (e.g., use of birth control) or limitations on the scope of their consent, those conditions and limitations must be respected. For example, if a sexual partner shares the clear expectation for the use of a condom (or other form of contraception/STI barrier), or to avoid internal ejaculation, and those expectations are not honored, the failure to use and/or the removal of contraception/barriers, or the act of non-consensual internal ejaculation, can be considered acts of sexual assault.

Additionally, going beyond the boundaries of consent is prohibited. Thus, unless a sexual partner has consented to slapping, hitting, hair pulling, strangulation, or other physical roughness during otherwise consensual sex, those acts may constitute dating violence and/or sexual assault.

Consent in relationships must also be considered in context. When Parties consent to BDSM (bondage, discipline, sadism, masochism) or other forms of kink, non-consent may be shown by the use of a safe word. Resistance, force, violence, or even saying “no” may be part of the kink and thus consensual; however Parties must engage in conversations, prior to engaging in such conduct, in order to establish consent and boundaries.

Gathering and evaluating evidence of consent or non-consent is not the burden of either Party involved in a Formal Complaint. The burden remains on RISD to determine whether its Policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged misconduct occurred, and any similar and previous patterns that may be cited as evidence.

4) **Force:** Force is the use of physical violence and/or physical imposition to gain sexual access. Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Force is conduct that, if sufficiently severe, can negate consent.

   Force also includes threats, intimidation (implied threats), and/or coercion that is intended to overcome resistance or produce consent.

5) **Incapacitation:** a state where a person cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the “who, what, when, where, why, and how” of their sexual

interaction), provided that the Respondent knew or reasonably should have known of the person's incapacity.

A person cannot consent if they are unable to understand what is happening, disoriented, helpless, asleep, or unconscious for any reason, including because of alcohol or other drug consumption.

Although each individual is different, there are some common and observable signs that someone is incapacitated or approaching incapacitation, including but not limited to: slurred or incomprehensible speech, stumbling or trouble maintaining balance, combativeness, emotional volatility, vomiting, incontinence, and/or unconsciousness. A person who is incapacitated may not be able to understand or coherently answer some, or all, of the following questions: Do you know where you are? Do you know how you got here? Do you know what is happening? Do you know who you are with?

A person who is not incapacitated at the beginning of sexual activity, may, by virtue of alcohol or drug ingestion prior to, or during, the activity, reach a state of incapacitation as the activity continues and progresses. Someone who is sleeping or completely passed out is incapacitated. Incapacitation is determined through consideration of all relevant and directly related indicators of a person's state and is not synonymous with intoxication, impairment, blackout, and/or being drunk.

This Policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating substances.

Being intoxicated or impaired by drugs and/or alcohol does not excuse one from the responsibility to obtain consent.

When there is a determination of incapacitation, two additional questions are relevant: First, did the person initiating sexual activity know that the other Party was incapacitated? If the answer to the first question is "No," ask: Should a sober, reasonable person in the same situation have known that the other Party was incapacitated? If the answer to either question is "Yes," consent was absent.

6) **Romantic or Sexual Relationship:** any intimate, sexual, or other type of romantic or amorous[13] relationship, whether casual or serious, short- or long-term, or consensual or non-consensual. A single sexual encounter is considered a sexual relationship under this Policy. Conversely, the relationship does not have to include physical intimacy if a romantic relationship exists that is beyond the reasonable boundaries of a collegial or professional relationship.

[13] showing, feeling, or relating to sexual desire

12. Definitions

The following definitions apply to this Policy & its Procedures:

- ***Advisor:*** any person chosen by a Party, or appointed by Equity & Compliance, who may accompany the Party to all meetings related to the Resolution Process and advise the Party on that process. An Advisor can be a friend, family member, a non-Confidential RISD employee, an attorney, or anyone else the Party chooses.
- ***Age:*** a protected characteristic in the context of employment that refers to people who are aged 40 or older; a protected characteristic in the context of housing and public accommodations that refers to people who are aged 18 or older.
- ***Appeal Decision-maker(s):*** The person or panel who accepts or rejects a submitted Appeal request, determines whether any of the grounds for Appeal are met, and directs responsive action(s), accordingly.
- ***Business Day:*** refers to when Equity & Compliance staff and/or RISD are in normal working operation. All references in the Policy and Procedures to "days" refer to business days unless specifically noted as calendar days.
- ***Citizenship*****:** a protected characteristic in the context of hiring, firing, or recruiting that refers to someone's citizenship, immigration status, or type of employment authorization.
- ***Color:*** a protected characteristic that refers to a person's skin complexion.
- ***Complainant:*** A student or employee who is alleged to have been subjected to conduct that could constitute Prohibited Conduct under this Policy; or a person other than a student or employee who is alleged to have been subjected to conduct that could constitute Prohibited Conduct under this Policy, and who was participating or attempting to participate in RISD's education programs and/or activities at the time of the alleged Prohibited Conduct.
- ***Confidential Employees:*** employees designated by RISD who are not required to report actual or suspected discrimination, discriminatory harassment, and/or retaliation in a way that identifies the involved Parties, unless there is a continuing threat of serious harm to the patient/client or to others, or there is a legal obligation to reveal such information (e.g. where there is suspected abuse or neglect of a minor).
- ***Decision-maker(s):*** The person or panel who hears evidence, determines relevance, and makes the Final Determination of whether the Policy has been violated and/or assigns sanctions.
- ***Disability*****:** a protected characteristic that refers to a qualified individual, or group of individuals, who have disabilities, had disabilities, or are believed to have disabilities.
- ***Education Programs and/or Activities:*** Locations, events, or circumstances over which RISD exercises substantial control over the context in which the Prohibited Conduct occurs, including any building owned or controlled by a student organization that RISD officially recognizes.
- ***Employee:*** A person employed by RISD either full- or part-time, including student employees, when acting within the scope of their employment.
- ***Ethnicity*****:** a protected characteristic that refers to an individual's or groups of individuals' cultural expression and identification. Commonalities such as racial, national, tribal, religious, linguistic, or cultural origin may be used to describe an individual's ethnicity.
- ***Familial Status*****:** a protected characteristic in the context of housing that refers to one or more individuals who have not attained the age of eighteen (18) years being domiciled

with a parent or another person having legal custody of the individual or individuals in accordance with Rhode Island law.

- ***Final Determination*****:** a conclusion, using the preponderance of the evidence standard, that the alleged conduct did or did not violate this Policy.
- ***Finding:*** a conclusion using the preponderance of the evidence standard that the conduct did or did not occur as alleged (as in a "finding of fact").
- ***Formal Complaint:*** a document filed by a Complainant[14] or signed by the Title IX Coordinator or the Title VI, Title VII, and ADA/504 Coordinator, or Designee(s)[15], alleging Prohibited Conduct against a Respondent, as defined in this Policy, and requesting that RISD initiate a Resolution Process regarding the allegation(s) of Prohibited Conduct. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in RISD's education program or activity.
- ***Gender Expression*****:** a protected characteristic that refers to the external display of one's gender, through a combination of clothing, hairstyle, demeanor, social behavior, and/or other factors.[16]
- ***Gender Identity:*** a protected characteristic that refers to the internal perception of one's gender, and how they label themselves.[17]
- ***Genetic Information*****:** a protected characteristic that refers to information about an individual's genetic tests and the genetic tests of an individual's family members, as well as information about the manifestation of a disease or disorder in an individual's family members (i.e. family medical history).
- ***HIV/AIDS Status*****:** a protected characteristic that refers to the status of having a positive HIV test result and/or the status of having AIDS.
- ***Mandatory Reporter:*** a non-Confidential RISD employee who is required by Policy to share knowledge, notice, and/or reports of discrimination, discriminatory harassment, and/or retaliation with Equity & Compliance.[18]
- ***Marital Status*****:** a protected characteristic in the context of housing and recruitment that refers to the state of being married, single, divorced, or widowed.
- ***Menopause:*** A span of time that begins with the onset of menstrual cycle changes (perimenopause) and other menopause-related symptoms and extends through the last menstrual period (menopause) to one year afterwards.

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[14] The phrase "document filed by a Complainant" means a document or electronic submission (such as by email or through an online portal provided for this purpose by RISD) that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint. A Complainant must be participating, or attempting to participate, in a RISD program or activity at the time of filing a Formal Complaint.

[15] Where the Title IX or Title VI, Title VII, and ADA/504 Coordinator signs a Formal Complaint, they are not a Complainant or otherwise a Party.

[16] Includes an individual's actual or perceived gender-related self-image, gender-related appearance, or gender-related expression, whether or not that gender-related self-image, appearance or expression is different from that traditionally associated with that individual's sex at birth.

[17] Includes an individual's actual or perceived gender, as well as an individual's gender identity, gender-related self-image, gender-related appearance, or gender-related expression, whether or not that gender identity, gender-related self-image, appearance or expression is different from that traditionally associated with that individual's sex at birth.

[18] Not to be confused with those mandated by state law to report child abuse, elder abuse, and/or abuse of persons with disabilities to appropriate officials, though these responsibilities may overlap with those who have Mandated Reporting responsibility under this Policy.

- ***National Origin***: a protected characteristic that refers to the ancestry (country, nation, tribe, part of the world, or other identifiable group) from which a person descends or that they are or appear to be from (whether or not they are) and includes the physical, cultural, or linguistic characteristics of your country of national origin. This can include, but is not limited to, shared ancestry or ethnic characteristics such as skin color, facial features, attire, accent, and language spoken.
- ***Party:*** The Complainant(s) and Respondent(s), individually and separately.
- ***Parties:*** The Complainant(s) and Respondent(s), collectively.
- ***Pregnancy and Related Conditions*****:** a protected characteristic that refers to a person's pregnancy, childbirth, termination of pregnancy, lactation, medical conditions related thereto, and/or recovery therefrom.
- ***Preponderance of the Evidence:*** the standard of proof RISD uses when determining whether a Policy violation occurred. This means that RISD will decide whether it is more likely than not, based on the available information at the time of the decision, that the Respondent is in violation of the alleged Policy violation(s).
- ***Protected Characteristic*****:** also known as a protected class, a personal trait that cannot be used as a reason to discriminate against someone.
- ***Race***: a protected characteristic that refers to the group(s) of people an individual is united or classified together with based on their common history, nationality, or geography and personal characteristics associated with race (such as hair texture, skin color, or certain facial features)
- ***Reasonable Person:*** a hypothetical individual with similar identities and under similar circumstances to the relevant Party, used to evaluate the conduct at issue based on how such a person would perceive or experience the situation considering the totality of the circumstances.
- ***Religion*****:** a protected characteristic that refers to a person's religious beliefs or practices (including religious garb and grooming practices).
- ***Report:*** when an employee, student, or third-party makes a disclosure to Equity & Compliance of alleged incidents that may constitute Prohibited Conduct under this Policy.
- ***Relevant and Directly Related Evidence:*** evidence that is relevant and directly related to the allegations under investigation and may aid a Decision-maker(s) in determining whether the alleged Prohibited Conduct occurred or in determining the credibility of the Parties or Witnesses.
- ***Remedies:*** means measures provided, as appropriate to the community, and/or any person identified as having had their equal access to RISD's educational programs and/or activities limited or denied. These measures are provided to address safety, prevent recurrence, and restore or preserve equal access to RISD's education programs and/or activities.
- ***Resolution Process:*** refers to the process RISD will use to resolve allegations of Prohibited Conduct under this Policy.
- ***Respondent:*** a person who is alleged to have engaged in conduct that could constitute Prohibited Conduct under this Policy.
- ***Sanction:*** means consequences imposed on a Respondent following a determination that the Respondent violated an applicable policy, rule, or regulation.
- ***Sex***: a protected characteristic that refers to sex assigned at birth, sex stereotypes, sex characteristics, pregnancy or related conditions, and/or sexual orientation.

- ***Student**:* an individual who has gained admission, paid an acceptance fee, registered, or entered into any other contractual relationship with RISD for any form of instruction, whether or not for credit. This status continues until such time as the student graduates or otherwise completes the relevant program, officially and permanently withdraws from RISD, or is expelled. A student who has taken a leave of absence, is on a medical leave, or has been suspended continues to be considered a student with respect to this Policy.
- ***Supportive Measures:*** means individualized measures offered as appropriate, when reasonably available, without unreasonably burdening a Complainant or Respondent, not for punitive or disciplinary reasons, and without fee or charge to the Complainant or Respondent to: (1) Restore or preserve that Party's access to RISD's education programs and/or activities, including measures that are designed to protect the safety of the Parties or RISD's educational environment; or (2) Provide support during the resolution process.
- ***Veteran Status*****:** a protected characteristic that refers to a person's status as a disabled veteran, recently separated veteran, active-duty, wartime, or campaign badge veteran, and/or Armed Forces Service Medal veteran.

13. Reports & Formal Complaints

A Report provides notice to RISD of an allegation or concern about discrimination, discriminatory harassment, and/or retaliation and provides an opportunity for Equity & Compliance to provide information, resources, and supportive measures. A Formal Complaint provides notice to RISD that the Complainant would like to initiate a Resolution Process. A Complainant or individual may initially make a Report and may decide at a later time to make a Formal Complaint. Reports or Formal Complaints of discrimination, discriminatory harassment, and/or retaliation may be made using any of the following options:

- Submit an online Report using this link, located on the Equity & Compliance website. Anonymous Reports are accepted. Information contained in an Anonymous Report could prompt further inquiry into the Parties' identities and a response to mitigate harm to others or the community at large, if the Report discloses information including, but not limited to, a threat to harm oneself, another individual, or the community. Anonymous Reports can limit RISD's ability to investigate, respond, and provide remedies, depending on what information is shared.

- A written Formal Complaint may be filed with Equity & Compliance by emailing equitycompliance@risd.edu, or by mail to Equity & Compliance (20 Washington Place, Providence, RI 02903). Complainants who want to file a Formal Complaint cannot remain anonymous or prevent their identity from being disclosed to the Respondent, via the written Notice of Investigation and Allegations.

Individuals who file a Report are not required to also file a Formal Complaint. In many situations, RISD is able to respect a Complainant's request to not initiate a Resolution Process. There may be circumstances where RISD needs to initiate a Resolution Process, with or without the Complainant's participation, including if the Report discloses information regarding pattern behavior, allegations of severe misconduct, and/or a compelling threat to health and/or safety. If

a Complainant does not wish to file a Formal Complaint, RISD will maintain the privacy of information to the extent possible.

1) Reports may also be made to the following individuals who are required to notify Equity & Compliance of all available information:

   Department of Public Safety
   South Hall, ground floor
   30 Waterman Street
   Providence, RI 02903
   24/7 phone number: 401 454-6666
   Reports can be made anonymously. Public Safety can also provide assistance with filing a report with Providence Police.
   RISD Public Safety Officers are Emergency Medical Technicians – available 24/7

   Residence Life
   South Hall, first floor
   30 Waterman Street
   Providence, RI 02903
   401 454-6650
   24/7: 401 454-666
   Additionally, Resident Advisors (RAs) are on-call and hold office hours every evening from 7 pm - 9 pm in their building/area.

   Human Resources
   20 Washington Place, third floor
   humres@risd.edu
   401 454-6606

   Individuals may disclose their experience(s) to a supervisor, faculty or staff member, or any other non-confidential RISD employee who will then share that information with Equity & Compliance, per the Mandatory Reporter requirements outlined in this Policy.

Upon receipt of a Report or a Formal Complaint of an alleged Policy violation, Equity & Compliance will initiate a prompt initial assessment to determine RISD's next steps. Equity & Compliance will contact the Complainant, if the identity of the Complainant is known, to offer supportive measures, provide information regarding resolution options, and determine how they wish to proceed. Equity & Compliance may contact the source of the Report if the identity of the Complainant is not known in order to obtain available identifiable information for the Complainant.

14. Time Limits on Reporting

There is no time limitation for Complainants to file Reports/Formal Complaints to Equity & Compliance. However, if the Respondent is no longer subject to RISD's jurisdiction and/or significant time has passed, the ability to investigate, respond, and/or provide remedies may be limited.

Equity & Compliance has the discretion to determine if a Report and/or Formal Complaint can be reasonably addressed, taking into consideration factors including but not limited to, the length of time that has passed since the alleged incident occurred, jurisdiction of the Parties, and the rescission or revision of this Policy. Equity & Compliance may document the allegations for future reference, offer supportive measures and/or remedies, and/or engage in available Resolution Processes.

15. Amnesty

RISD encourages the reporting of misconduct and crimes by Complainants and Witnesses. Sometimes, Complainants or Witnesses are hesitant to file a Report or Formal Complaint with RISD officials or participate in a Resolution Process because they fear that they themselves may be in violation of certain policies, such as underage drinking or use of illicit drugs at the time of the incident. Respondents may hesitate to be forthcoming during the process for the same reasons.

It is in the best interests of the RISD community that Complainants choose to report misconduct to RISD officials, that Witnesses come forward to share what they know, and that all Parties be forthcoming during the process.

To encourage reporting and participation in the process, RISD maintains a policy of offering Parties and Witnesses amnesty from other RISD policy violations related to the incident. However, granting amnesty is a discretionary decision made by RISD, and amnesty does not apply to more serious allegations, such as physical abuse of another person or illicit drug distribution.

16. False Allegations and Evidence

Deliberately false and/or malicious allegations under this Policy are a serious offense and will be subject to appropriate disciplinary action. This does not include allegations that are made in good faith but are ultimately shown to be erroneous or do not result in a determination of a Policy violation. False allegations may be a form of Harassment and/or Retaliation or may fall within other RISD policies.

Additionally, Witnesses and Parties who knowingly provide false evidence, tamper with or destroy evidence, or deliberately mislead an official conducting an investigation or Resolution Process can be subject to discipline under appropriate RISD policies.

17. Confidentiality and Privacy

Equity & Compliance will take reasonable efforts to protect the privacy of the Parties and Witnesses. Equity & Compliance will not share the identity of an individual who has made a Formal Complaint of discrimination, discriminatory harassment, and/or retaliation; any Complainant; any individual who has been reported to be the perpetrator of discrimination, discriminatory harassment, and/or retaliation; any Respondent; or any Witness, except as permitted by, or to fulfill the purposes, of applicable laws and regulations (e.g., Title IX), Family

Educational Rights and Privacy Act (FERPA), and its implementing regulations, or as required by law; including any investigation, or resolution proceeding arising under these policies and procedures.[19,20]

- **Privacy** means that information related to a Formal Complaint will be shared with a limited number of RISD employees who "need to know" in order to assist in providing supportive measures or evaluating, investigating, or resolving the Formal Complaint. All employees who are involved in RISD's response to Reports and Formal Complaints under this Policy receive specific training and guidance about sharing and safeguarding private information in accordance with federal and state law.

- **Confidentiality** exists in the context of laws or professional ethics (including Title IX) that protect certain relationships, including clinical care, mental health providers, and counselors. Confidentiality also applies to those designated by RISD as Confidential Employees for purposes of reports under this Policy, regardless of legal or ethical protections.

- **Privilege** exists in the context of laws that protect certain relationships, including attorneys, spouses, and clergy. Privilege is maintained by a provider unless a court orders release or the holder of the privilege (e.g., a client, spouse, parishioner) waives the protections of the privilege. RISD treats employees who have the ability to have privileged communications as Confidential Employees.

Equity & Compliance reserves the right to determine which RISD officials have a legitimate educational interest in being informed about student-related incidents that fall under this Policy, pursuant to FERPA.

Only a small group of officials who need to know will typically be told about a Formal Complaint. Information will be shared as necessary with Investigators, Decision-maker(s)s, Appeal Decision-maker(s)s, Witnesses, the Parties, and the Parties' Advisors. The circle of people with information regarding a Formal Complaint will be kept as tight as possible to preserve the Parties' rights and privacy, and release of such information is governed by this Policy with regards to privacy and unauthorized disclosure.

Equity & Compliance, or other authorized RISD officials, may contact students' parents/guardians to inform them of situations in which there is a significant and articulable health and/or safety risk but will usually consult with the student prior to doing so.[21]

18. Federal Timely Warning Obligations

RISD must issue timely warnings for reported incidents that pose a serious or continuing threat of bodily harm or danger to members of the RISD community.

[19] 20 U.S.C. 1232g

[20] 34 C.F.R. § 99

[21] There are exceptions to contacting parents/guardians for individuals designated as Minors, as defined in RISD's Protections of Minors Policy.

RISD will ensure that a Complainant's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the potential danger.

19. Federal Statistical Reporting Obligations

Certain institutional officials (those deemed Campus Security Authorities under the Clery Act) have a duty to report the following for federal statistical reporting purposes under the Clery Act:

1) All "primary crimes," which include criminal homicide, sexual assault, robbery, aggravated assault, burglary, motor vehicle theft, and arson;
2) Hate crimes, which include any bias-motivated primary crime as well as any bias-motivated larceny or theft, simple assault, intimidation, destruction/damage/vandalism of property;
3) Violence Against Women Act (VAWA) crimes, which include sexual assault, domestic violence, dating violence, and stalking;
4) Arrests and referrals for disciplinary action for weapons law violations, liquor law violations, and drug law violations; and
5) Hazing, as defined in RISD's Anti-Hazing Policy.

All personally identifiable information is kept private, but statistical information regarding the type of incident and its general location (on- or off-campus or in the surrounding area, but no addresses are given) must be shared with Equity & Compliance and/or Public Safety for publication in the Annual Security Report and daily campus crime log. Campus Security Authorities (CSAs) include student affairs/student conduct staff, campus law enforcement/public safety/security, local police, coaches, athletic directors, residence life staff, student activities staff, human resources staff, advisors to student organizations, and any other official with significant responsibility for student and campus activities.

20. Preservation of Evidence

The preservation of evidence is critical to potential criminal prosecution and to obtaining restraining/protective orders and is particularly time sensitive. RISD will inform the Complainant of the importance of preserving evidence by taking actions such as the following:

Sexual Assault

- Seek forensic medical assistance at the nearest hospital, ideally within 120 hours of the incident (sooner is better).
- Avoid urinating, showering, bathing, washing hands or face, or douching, if possible, but evidence may still be collected even if done.
- If oral sexual contact took place, refrain from smoking, eating, drinking, or brushing teeth.
- If clothes are changed, place soiled clothes in a paper bag (plastic destroys evidence) or secure evidence container (if provided by law enforcement).
- Seeking medical treatment can be essential even if it is not for the purpose of collecting forensic evidence.

Stalking/Dating Violence/Domestic Violence/Sexual Harassment

- Evidence in the form of text and voice messages will be lost in most cases if a Party or Witness changes their phone number.
- Make a secondary recording of any voice messages and/or save the audio files to a cloud server.
- Take screenshots and/or a video recording of any text messages or other electronic messages (e.g., Instagram, Snapchat, Facebook).
- Save copies of e-mail and social media correspondence, including notifications related to account access alerts.
- Take time-stamped photographs of any physical evidence including notes, gifts, etc. in place when possible.
- Save copies of any messages, to include those showing any request for no further contact.
- Obtain copies of call logs showing the specific phone number being used rather than a saved contact name if possible.
- If changing devices, make sure to transfer any files needed to the new device.

During the initial meeting between the Complainant and Equity & Compliance, the importance of taking these actions will be discussed, if timely.

21. Independence and Conflicts of Interest

Equity & Compliance acts with independence and authority, free from bias and conflicts of interest. Equity & Compliance oversees all Resolutions under this Policy and these procedures. All Investigators and Decision-maker(s)s are trained to ensure they are not biased for or against any Party in a specific Formal Complaint, or for or against Complainants and/or Respondents, generally.

To raise any concern involving bias, misconduct, or discrimination by Equity & Compliance, contact Human Resources. Concerns of bias, misconduct, discrimination, or a potential conflict of interest by any Investigator, Decision-maker(s), and/or Appeal Designee should be raised with Equity & Compliance.

22. Revision of this Policy

This Policy and associated procedures succeed all previous policies addressing Discrimination, Discriminatory Harassment, Retaliation, and/or Sexual Misconduct, for incidents occurring on or after August 14, 2020. RISD regularly reviews and updates the Policy and procedures. Incidents occurring before August 14, 2020, will be addressed using the policy that was in place at the time of the incident, but the procedures used will be those in place at the time of the Formal Complaint. RISD reserves the right to make changes to this document as necessary, and those changes are effective once they are posted online.

If laws or regulations change or court decisions alter policy or procedural requirements in a way that impacts this Policy, this Policy will be construed to comply with the most recent laws, regulations, or court holdings.

This document does not create legally enforceable protections beyond the protections of the background federal and state laws that frame such policies and codes, generally.

A change required by a court or government order could occur during an active investigation or Resolution Process. If that happens, RISD reserves the right to adjust this Policy and procedures accordingly and notify the Parties of any necessary mid-process changes. This could include entirely replacing this Policy or associated procedures, which could necessitate restarting an investigation or Resolution Process. RISD will make every effort to minimize the impact on the Parties as much as possible if changes are unavoidable.

This Policy is effective August 1, 2024; Updated July 21, 2025.

APPENDIX B: PROCEDURES FOR TITLE IX PROHIBITED CONDUCT

(Hereinafter "Procedure B")

1. Overview

RISD will act on any Report or Formal Complaint of a potential violation of the Nondiscrimination Policy ("the Policy") received by Equity & Compliance or any other Mandatory Reporter by applying the Resolution Process below.

The procedures below apply to all allegations of sex-based[22] discrimination, discriminatory harassment, and/or retaliation, involving students, staff, faculty members, or third Parties; this includes allegations of Title IX Prohibited Conduct, as defined in this Policy. Unionized employees are subject to the terms of their agreements/employees' rights to the extent those agreements do not conflict with federal or state compliance obligations.

If other allegations are reported that do not include Title IX Prohibited Conduct, please see Appendix A for a description of the procedures applicable to the resolution of such offenses, known as "Procedure A."

RISD will treat Complainants and Respondents equitably. RISD presumes that the Respondent(s) are not responsible for the alleged discrimination until a determination is made at the conclusion of the appropriate process.

2. Reports and Formal Complaints

Upon receipt of a Report or a Formal Complaint of an alleged Policy violation, Equity & Compliance will initiate a prompt initial assessment to determine RISD's next steps. Equity & Compliance will contact the Complainant, if the identity of the Complainant is known, to offer

[22]In accordance with the Executive Order dated January 20, 2025 and the Dear Colleague Letter dated January 31, 2025, the definition of sex under Title IX 2020 Final Rule refers to "an individual's immutable biological classification as either male or female." Any alleged Prohibited Conduct on the basis of sex falling outside of this definition will be referred to Procedure A.

supportive measures, provide information regarding resolution options, and determine how they wish to proceed. Equity & Compliance may contact the source of the Report if the identity of the Complainant is not known in order to obtain available identifiable information for the Complainant.

A Report provides notice to RISD of an allegation or concern about discrimination, discriminatory harassment, and/or retaliation and provides an opportunity for Equity & Compliance to provide information, resources, and supportive measures. A Formal Complaint provides notice to RISD that the Complainant would like to initiate a Formal or Informal Resolution Process. A Complainant or individual may initially make a Report and may decide at a later time to make a Formal Complaint. Reports or Formal Complaints of discrimination, discriminatory harassment, and/or retaliation may be made using any of the following options:

1) Submit an online Report using this link, located on the Equity & Compliance website. Anonymous Reports are accepted. Information contained in an Anonymous Report could prompt further inquiry into the Parties' identities and a response to mitigate harm to others or the community at large, if the Report discloses information including, but not limited to, a threat to harm oneself, another individual, or the community. Anonymous Reports can limit RISD's ability to investigate, respond, and provide remedies, depending on what information is shared.

2) A written Formal Complaint may be filed with Equity & Compliance by emailing equitycompliance@risd.edu, or by mail to Equity & Compliance (20 Washington Place, Providence, RI 02903). Complainants who want to file a Formal Complaint cannot remain anonymous or prevent their identity from being disclosed to the Respondent, via the written Notice of Investigation and Allegations.

Individuals who file a Report are not required to also file a Formal Complaint. In many situations, RISD is able to respect a Complainant's request to not initiate a Resolution Process. There may be circumstances where RISD needs to initiate a Resolution Process, with or without the Complainant's participation, including if the Report discloses information regarding pattern behavior, allegations of severe misconduct, and/or a compelling threat to health and/or safety. If a Complainant does not wish to file a Formal Complaint, RISD will maintain the privacy of information to the extent possible.

3) Reports may also be made to the following individuals who are required to notify Equity & Compliance of all available information:

   Department of Public Safety
   South Hall, ground floor
   30 Waterman Street
   Providence, RI 02903
   24/7 phone number: 401 454-6666
   Reports can be made anonymously. Public Safety can also provide assistance with filing a report with Providence Police.
   RISD Public Safety Officers are Emergency Medical Technicians – available 24/7

Residence Life
South Hall, first floor
30 Waterman Street
Providence, RI 02903
401 454-6650
24/7: 401 454-666
Additionally, Resident Advisors (RAs) are on-call and hold office hours every evening from 7–9 pm in their building/area.

Human Resources
20 Washington Place, third floor
humres@risd.edu
401 454-6606

Individuals may disclose their experience(s) to a supervisor, faculty or staff member, or any other non-confidential RISD employee who will then share that information with Equity & Compliance, per the Mandatory Reporter requirements outlined in this Policy.

3. Counter-Complaints

RISD is obligated to ensure that the Resolution Process is not abused for retaliatory purposes. Although RISD permits the filing of Counter-Complaints, Equity & Compliance will use an initial assessment described above to assess whether the allegations in the Counter-Complaint are made in good faith. Counter-Complaints will not be permitted and dismissed accordingly when they are not made in good faith. Further, Counter-Complaints not made in good faith may be considered potentially retaliatory and may constitute a violation of the Policy.

Counter-Complaints determined to have been reported in good faith will be processed using the Resolution Process. At Equity & Compliance's discretion, investigation of such claims may take place concurrently or after resolution of the underlying initial Formal Complaint. Such claims may also be consolidated at the discretion of Equity & Compliance, provided that such claims arise out of the same set of facts or meet the criteria necessary for consolidation pursuant to this Policy.

4. Supportive Measures

Equity & Compliance will offer and implement appropriate and reasonable supportive measures available to the Parties following a Report of alleged discrimination, discriminatory harassment, and/or retaliation. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate and reasonably available. They are offered, without fee or charge to the Parties, to restore or preserve access to RISD's education programs and/or activities, including measures designed to protect the safety of all Parties and/or RISD's educational environment and/or to deter discrimination, discriminatory harassment, and/or retaliation.

Equity & Compliance will offer supportive measures to the Parties upon receiving a Report or a Formal Complaint. At the time that supportive measures are offered, if a Formal Complaint has

not been filed, RISD will inform the Complainant that they may file a Formal Complaint with RISD either at that time or in the future. Supportive measures cannot be implemented retroactively, and can only go into effect once Equity & Compliance has been notified of the alleged discrimination, discriminatory harassment, and/or retaliation; excluding extenuating circumstances as deemed by Equity & Compliance.

Equity & Compliance will maintain the confidentiality of the supportive measures, provided that confidentiality does not impair Equity & Compliance's ability to provide those supportive measures. Equity & Compliance will act to ensure as minimal an academic/occupational impact on the Parties as possible. Equity & Compliance will implement measures as appropriate, as reasonably available, and without unreasonably burdening a Complainant or Respondent.

These actions may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services;
- Referral to the Employee Assistance Program;
- Referral to community-based service providers;
- Referral to visa and immigration assistance;
- Referral to student financial aid counseling;
- Education to the institutional community or community subgroup(s);
- Altering campus housing assignment(s);
- Altering work arrangements for employees or student-employees;
- Safety planning;
- Providing campus safety escorts;
- Providing transportation assistance;
- Implementing contact limitations (No Contact Directives) between the Parties;
- Requesting academic support, extensions of deadlines, or other course/program-related adjustments;
- No-Trespass orders;
- Timely warnings;
- Class schedule modifications, withdrawals, or leaves of absence;
- Increased security and monitoring of certain areas of the campus; and/or
- Any other actions deemed appropriate by Equity & Compliance.

No Contact Directives are issued by Equity & Compliance and, typically, will instruct the Parties to refrain from having contact with one another, directly or through intermediaries, whether in person and/or via electronic means; and may restrict access to some campus-buildings. Temporary No Contact Directives are issued by Residence Life and/or the Department of Public Safety and, typically, will provide the same instructions as a No Contact Directive. A Temporary No Contact Directive will remain in place until Equity & Compliance, and/or Student Conduct + Community Standards reviews the report and circumstances that led to the issuance of the Temporary No Contact Directive. Equity & Compliance and/or Student Conduct + Community Standards will determine if the Temporary No Contact Directive will be upheld and result in an official No Contact Directive, or if the Temporary No Contact Directive will be lifted. No-Trespass Orders are issued by the Department of Public Safety and restrict an individual's access to be on or in any RISD properties without the prior written, expressed permission of the Department of Public Safety. Violations of No Contact Directives, No-Trespass Orders, and/or other

restrictions may be referred to appropriate RISD office(s) for enforcement under their applicable policies and/or added as collateral misconduct allegations to an ongoing Formal Complaint under this Policy. Violations of No-Trespass Orders may also result in arrest or prosecution.

It is the expectation, under this Policy, that faculty, staff, and other individuals who supervise or maintain equivalent authority over students or employees, work collaboratively with Equity & Compliance, on a case-by-case basis, to implement a Party's requested supportive measure(s), to the extent that the requested supportive measures do not fundamentally alter course or position-related learning objectives, outcomes, expectations and/or requirements. Failure to do so may result in the individual being held accountable under this Policy and its Procedures for Failure to Comply.

5. Initial Assessment

Equity & Compliance conducts an initial assessment typically within seven (7) business days of receiving a Report or Formal Complaint of alleged misconduct.[23] The initial assessment typically includes:

- Assessing whether the reported conduct may reasonably constitute a violation of the Policy;
    - If the conduct may not reasonably constitute a violation of the Policy, the matter is typically dismissed from this process, consistent with the dismissal provision in these Procedures. It may then be referred to another process, if applicable, and/or addressed through remedies.
- Determining whether RISD has jurisdiction over the reported conduct, as defined in the Policy;
    - If the conduct is not within RISD's jurisdiction, the matter is typically dismissed from this process, consistent with the dismissal provision in these procedures. If applicable, the conduct will be referred to the appropriate RISD office for resolution and/or addressed through remedies.
- Offering to meet with the Complainant ("intake meeting") to learn more about the incident(s) reported;
- Offering and coordinating supportive measures for the Complainant, as applicable;
- Offering and coordinating supportive measures for the Respondent, as applicable;
- Notifying the Complainant of the Resolution Process options;
- Determining whether the Complainant wishes to make a Formal Complaint or if Equity & Compliance needs to initiate a Formal Complaint;
- Notifying the Respondent of the Resolution Processes, including an Informal Resolution option, if a Formal Complaint is filed.

[23] If circumstances require, RISD will designate another person to oversee the Resolution Process should an allegation be made about Equity & Compliance or its staff or should Equity & Compliance staff be otherwise unavailable, unable to fulfill their duties, or have a conflict of interest.

Review of Resolution Process Options with Complainant

If the Complainant indicates they wish to file a Formal Complaint, Equity & Compliance will conduct an initial assessment and review the available options with the Resolution Process, described hereinafter, with the Complainant. Upon the Complainant's selection, Equity & Compliance can help facilitate the Resolution Process.

Equity & Compliance will seek to abide by the Complainant's wishes but may take an alternative approach depending on their analysis of the situation.

If the Complainant elects for a Formal Resolution, Equity & Compliance will provide the Parties with a Notice of Investigation and Allegation(s) ("NOIA") and will initiate an investigation consistent with these Procedures.

If any Party indicates (either verbally or in writing) that they want to pursue an Informal Resolution option at any time prior to the final determination of the Formal Resolution Process, Equity & Compliance will assess whether the matter is suitable for Informal Resolution and proceed accordingly.

If the Complainant indicates (either verbally or in writing) that they do not want any action taken, no Resolution Process will be initiated (unless deemed necessary by Equity & Compliance), though the Complainant can elect to initiate one later, if desired. If no Resolution Process is initiated, Equity & Compliance reserves the right to implement remedies in an effort to stop, remedy the effects of, and prevent the recurrence of alleged discriminatory behavior.

Equity & Compliance Authority to Initiate a Formal Complaint

If the Complainant does not wish to file a Formal Complaint, Equity & Compliance, who has ultimate discretion as to whether a Formal Complaint is initiated, will offer supportive measures and determine whether to initiate a Formal Complaint. To make this determination, Equity & Compliance will evaluate if there is a serious and immediate threat to someone's health and safety or if RISD cannot ensure equal access to RISD's education programs or activities without initiating a Formal Complaint. Equity & Compliance will consider the following non-exhaustive factors to determine whether to file a Formal Complaint:

- The Complainant's request not to proceed with filing a Formal Complaint;
- The Complainant's reasonable safety concerns regarding filing a Formal Complaint;
- The risk that additional acts of Prohibited Conduct would occur if a Formal Complaint is not initiated;
- The severity of the alleged Prohibited Conduct, including whether the Prohibited Conduct, if established, would require the removal of a Respondent from campus or imposition of another disciplinary sanction to end the Prohibited Conduct and prevent its recurrence;
- The age and relationship of the Parties, including whether the Respondent is a RISD employee;
- The scope of the alleged Prohibited Conduct, including information suggesting a pattern, ongoing Prohibited Conduct, or Prohibited Conduct alleged to have impacted multiple individuals;

- The availability of evidence to assist a Decision-maker(s) in determining whether Prohibited Conduct occurred; and
- Whether RISD could end the alleged Prohibited Conduct and prevent its recurrence without initiating a Resolution Process.

If deemed necessary, Equity & Compliance may consult with appropriate RISD employees and/or conduct a violence risk assessment to aid their determination of whether to file a Formal Complaint.

When Equity & Compliance files a Formal Complaint, they are not a Complainant or otherwise a Party.

6. Collateral Misconduct

Collateral misconduct is defined to include potential violations of other RISD policies not incorporated into the Nondiscrimination Policy that occur in conjunction with alleged violations of the Policy or that arise through the course of the investigation, for which it makes sense to provide one resolution for all charges. Thus, the collateral allegations may be charged along with potential violations of the Policy, which will be resolved jointly under these Procedures. In such circumstances, Equity & Compliance may consult with RISD officials who typically oversee such conduct (e.g., Human Resources, Student Conduct + Community Standards, Academic Affairs) to solicit their input as needed on what charges should be filed. Still, the exercise of collateral charges under these procedures is within the discretion of Equity & Compliance. All other allegations of misconduct unrelated to incidents covered by the Policy will typically be addressed separately through procedures described in the relevant student, faculty, and staff policies.

7. Emergency Removal, Interim Suspension, and Leaves

Upon receiving a Report of Sexual Assault, Dating Violence, Domestic Violence, Stalking, Sexual Harassment, Discriminatory Harassment[24], and/or Retaliation,[25] RISD can act to remove a student Respondent from its education program or activities, partially or entirely, on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical health or safety of any student or other individual justifies removal. This risk analysis is performed by the Title IX Coordinator, or designee, and may be done in conjunction with the Threat Assessment Team. Students accused of other forms of discrimination, discriminatory harassment, and/or retaliation are subject to interim suspension, which can be imposed for safety reasons.

Employees are subject to existing procedures for interim actions and leaves at the discretion of Equity & Compliance, and/or in accordance with applicable Human Resources policies and procedures.

[24] Discriminatory Harassment on the basis of sex.

[25] Retaliation on the basis of sex.

RISD may remove a student accused of Sexual Assault, Dating Violence, Domestic Violence, Stalking, Sexual Harassment, Discriminatory Harassment[26], and/or Retaliation[27] upon receipt of a Report, a Formal Complaint, or at any time during the Resolution Process. Prior to an emergency removal, RISD will conduct an individualized risk assessment and may remove the student if that assessment determines that an immediate and serious threat to the health or safety of a Complainant or any student, employee, or other person, arising from the allegations of Sexual Assault, Dating Violence, Domestic Violence, Stalking, Sexual Harassment, Discriminatory Harassment[28], and/or Retaliation[29] justifies such action. Students accused of other forms of discrimination, discriminatory harassment, and/or retaliation are subject to interim suspension, which can be imposed for safety reasons.

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.

Emergency Removal

When an emergency removal is imposed, wholly or partially, the affected student will be notified of the action, which will include a written rationale and the option to challenge the emergency removal within two (2) business days of the notification. Upon receipt of a request to challenge, Equity & Compliance will meet with the student (and their Advisor, if desired) as soon as reasonably possible thereafter to allow them to show cause why the emergency removal should not be implemented or should be modified.

This meeting is not a Hearing on the merits of the allegation(s), but rather is an administrative process intended to determine solely whether the emergency removal is appropriate, should be modified, or lifted. When this meeting is not requested within two (2) business days, objections to the emergency removal or interim suspension will be deemed waived. A student can later request a meeting to show why they are no longer an immediate threat because conditions related to imminence or seriousness have changed. A Complainant and their Advisor may be permitted to participate in this meeting if Equity & Compliance determines it is equitable to do so.

The Respondent may provide information, including expert reports, Witness statements, communications, or other documentation for consideration prior to or during the meeting. When applicable, a Complainant may provide information to Equity & Compliance for review.

An emergency removal may be affirmed, modified, or lifted by Equity & Compliance as a result of a requested review or as new information becomes available. Equity & Compliance will communicate the final decision in writing, typically within three (3) business days of the review meeting.

[26] Discriminatory Harassment on the basis of sex.

[27] Retaliation on the basis of sex.

[28] Discriminatory Harassment on the basis of sex.

[29] Retaliation on the basis of sex.

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.

Interim Suspension

An interim suspension may be imposed by the Vice President for Student Life (VPSL) or designee whenever they have reasonable cause (as determined under the preponderance of evidence standard) to believe that the student poses a significant risk of substantial harm to the health, safety, or well-being of others or to property, and may include and be subject to any additional terms and conditions that the official imposing the interim suspension deems necessary or appropriate in light of the potential harm.

Additionally, when an interim suspension is put in place, a student may lose the ability to continue in student leadership positions (Student Alliance, Resident Advisor, Orientation Leader, Club President/Leader etc.) and/or take part in campus-sponsored activities, which include but are not limited to clubs or social programming. Reinstatement of these privileges is at the discretion of the Vice President of Student Life (VPSL) or their designee.

An interim suspension will be applied and remain in effect until the conclusion of the relevant proceeding, Appeal period, or such earlier time as the official imposing the consequence determines at their discretion.

A student who has received an interim suspension may petition the VPSL or their designee at any time to request modification or removal of the consequence. Any such petition must include supporting evidence that the reasons for the imposition of the consequence no longer exist and will not recur and that the student meets all normal requirements for readmission. Upon receipt of such a petition, the VPSL or their designee will evaluate the request and may consult with the student and/or others as they deem appropriate. The VPSL or their designee may, on that basis, deny the petition, grant the petition in whole or in part under specified conditions, or grant the petition in whole or in part without condition.

8. **Dismissal**

Equity & Compliance **must** dismiss a Formal Complaint, or any allegations therein, at any time, one or more of the following grounds are met:

F. The reported conduct does not reasonably constitute a violation of the Policy;
G. The reported conduct did not occur in RISD's education program or activity;
H. The reported conduct did not occur against a person in the United States.

Such dismissal(s) shall not preclude action under other provisions of RISD's policies and procedures.

Equity & Compliance **may** dismiss a Formal Complaint, or any allegations therein, at any time, one or more of the following grounds are met:

7) RISD is unable to identify the Respondent after taking reasonable steps to do so;
8) RISD no longer enrolls or employs the Respondent as there is no longer jurisdiction over the Respondent;
9) A Complainant voluntarily withdraws any or all of the allegations in the Formal Complaint, and Equity & Compliance declines to initiate a Formal Complaint;
10) Specific circumstances prevent RISD from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

A Complainant who decides to withdraw a Formal Complaint may later request to reinstate or refile it.

Upon any dismissal, Equity & Compliance will promptly notify the Parties of the dismissal and the rationale, including sending the Respondent the written notification of the dismissal even if the Respondent was not notified about the Formal Complaint.

This dismissal decision is Appealable by any Party. A dismissal does not prevent RISD from implementing measures in an effort to stop the alleged behavior, remedy the effects, and prevent the recurrence.

9. Appeal of Dismissal

Any Party may Appeal a dismissal of a Formal Complaint or any allegations therein. All dismissal Appeal requests must be filed within five (5) business days of the notification of the dismissal. Parties can submit an Appeal of a dismissal of a Formal Complaint or any allegations by submitting the Appeal Form linked here.

The grounds for dismissal Appeals are limited to:

- Procedural irregularity that would change the outcome;
- New evidence that would change the outcome and that was not reasonably available when the dismissal was decided;
- Equity & Compliance staff, Investigator, or Decision-maker(s) had a conflict of interest or bias for or against the Parties generally or an individual Party that would change the outcome; and/or
- The dismissal was erroneously granted or denied.

Upon receipt of a dismissal Appeal in writing from one or more Parties, Equity & Compliance will share the Appeal with the other Party and provide five (5) business days for the other Party to respond to the request. The Appeal should specify at least one of the grounds above and provide any reasons or supporting evidence for why the ground is met. The other Party and Equity & Compliance, if applicable, will be invited to respond in writing. At the conclusion of the response period, Equity & Compliance will forward the Appeal, as well as any response provided by the other Party, to the Appeal Officer for consideration.

Throughout the dismissal Appeal process, Equity & Compliance will:

- Implement dismissal Appeal procedures equally for the Parties;

- Assign a trained Appeal Officer who did not take part in an investigation of the allegations, or dismissal of the Formal Complaint or any allegations therein;
- Provide the Parties a reasonable and equal opportunity to make a statement in support of, or challenging, the dismissal and;
- Simultaneously notify the Parties of the result of the Appeal and the rationale for the result.

If the Appeal does not provide information or evidence that meets the grounds in this Policy, the request will be denied by the Appeal Officer, and the Parties, their Advisors, and Equity & Compliance will be notified in writing of the denial and the rationale.

If any of the asserted grounds in the Appeal satisfy the grounds described in this Policy, then the Appeal Officer will notify all Parties and their Advisors, and Equity & Compliance, of their decision and rationale in writing. The effect will be to reinstate the Formal Complaint.

In most cases, Appeals are confined to a review of the written documentation or record of the original determination and pertinent documentation regarding the specific Appeal grounds. The Appeal Officer has ten (10) business days to review and decide on the Appeal. However, extensions can be granted at the discretion of Equity & Compliance, and the Parties will be notified of any extension.

Appeal decisions are deferential to the original determination, making changes only if there is a compelling justification to do so.

The Appeal Officer may consult with Equity & Compliance on questions of procedure or rationale for clarification, if needed. Equity & Compliance will maintain documentation of all such consultation.

10. Advisors in the Resolution Process

A. Who Can Serve as an Advisor?

The Parties may each have one Advisor (friend, mentor, family member, attorney, or any other individual a Party chooses) present with them for all meetings, including an intake meeting and interviews throughout a Resolution Process. The Parties may select whomever they wish to serve as their Advisor as long as the Advisor is eligible and available.[30]

A Party must have an Advisor present at the Hearing. If a Party does not have an Advisor present at the Hearing, RISD will provide one. When RISD provides an Advisor for a Party for the Hearing, RISD reserves sole discretion to select the Advisor provided. The

[30] "Available" means the Party cannot insist on an Advisor who does not have the inclination, time, or availability. Also, the Advisor cannot have institutionally conflicting roles, such as being an administrator who has an active role in the matter, a supervisor who must monitor and implement sanctions, or a faculty member who is academically responsible for one or more Parties. Additionally, choosing an Advisor who is also a Witness in the process creates potential for bias and conflict of interest. A Party who chooses an Advisor who is also a Witness can anticipate that issues of potential bias will be explored by the Decision-maker(s).

Advisor selected will be provided without cost to the Party. The role of the Advisor during the Hearing is solely to conduct questioning on a Party's behalf.

Equity & Compliance can offer a list of trained Advisors familiar with the Resolution Process for the Party to choose from, but the Party does not need to choose from this list. RISD cannot guarantee equal Advisory rights, meaning that if one Party selects an Advisor who is an attorney but the other Party does not or cannot afford an attorney, RISD is not obligated to provide an attorney to advise that Party.

A Party may elect to change Advisors during the process and is not obligated to use the same Advisor throughout. Parties are expected to provide Equity & Compliance with timely notification if they change Advisors. If a Party changes Advisors, consent to share information with the previous Advisor is assumed to be terminated, and a release for the new Advisor must be submitted in writing to Equity & Compliance.

Advisors appointed by the institution cannot be Confidential Employees (CAPS and/or Health Services staff) and will not be asked to disclose details of their interactions with the Parties to institutional officials or Decision-maker(s) absent an emergency.

For Parties who are entitled to union representation, RISD will allow the unionized employee to have their Union Representative (if requested by the Party) as well as an Advisor of their choice present for all Resolution-related meetings and interviews. If a Party elects to have both an Advisor and a Union Representative and the other Party(ies) are not part of a union, the other Party(ies) may have two Advisors to ensure equitable support.

B. Advisor's Role in the Resolution Process

With the Party's permission, Advisors support a Party through each stage of the Resolution Process, including but not limited to:

- Preparing for meetings, investigation interviews, and/or Hearings with the Party they're advising;
- Accompanying the Party to meetings, interviews, and/or Hearings the Party they are advising is eligible or encouraged to attend;
- Reviewing and inspecting all evidence that is submitted during the Resolution Process, if applicable;
- Reviewing the investigation report before the Hearing, if applicable;
- Assisting[31] the Party they are advising in preparing a document/notes, reviewing and editing the document, making suggestions, or identifying any areas in need of clarification; and/or
- Speaking privately with the Party during a break of a meeting, investigation interview, and/or Hearing.

[31] A Party's documents, statements, comments, edits, responses, etc. must be written by the Party and not by the Advisor on behalf of the Party. An Advisor's role is passive in nature, and the Advisor is prohibited from speaking on behalf of the Party unless otherwise permitted by Equity & Compliance.

Advisors can help the Parties prepare for each meeting and are expected to advise ethically, with integrity, and in good faith. Advisors may not provide testimony or speak on behalf of the Parties unless given specific permission by Equity & Compliance.

The Parties are expected to ask and respond to questions on their behalf throughout the Resolution Process. Although the Advisor generally may not speak on behalf of the Party, the Advisor may consult with the Party privately or by conferring during any Resolution Process meeting or interview. The Parties and their Advisors should ask for breaks to allow for private consultation for lengthier or more involved discussions.

C. Advisors and Privacy/Confidentiality

Advisors may build relationships of trust and candor with the Parties as resources. When they hold the Advisor role, Advisors do not have any parallel duties to report misconduct disclosed by the Party for which they are advising during a Resolution Process to RISD; for example, Mandatory Reporter or Campus Security Authority duties that would ordinarily apply as part of their employment, would not apply if the Party for which they are advising discloses misconduct to their Advisor, in regards to the allegations detailed within the NOIA/NOA during a Resolution Process, unless there are health and safety risks to self, to others, or the campus community at large. However, Advisors who do not have a legal privilege under state law (e.g., attorney-client, pastoral, counselor, physician acting within that privileged role) may not be able to maintain the confidentiality of a Party's disclosures outside the RISD process, such as in a civil or criminal court.

D. Professional and Ethical Considerations for Advisors

A Party may disclose information to an Advisor that raises professional or ethical concerns. If an Advisor believes the Party is intentionally making materially false statements, Advisors are expected to remind the Party of RISD policies prohibiting them from doing so and the penalties of additional charges.

Being an Advisor is a voluntary, uncompensated role that requires time, energy, and capacity. If an Advisor is unwilling, unable, or uncomfortable serving as an Advisor, they may recuse themselves from participating at any time by contacting Equity & Compliance. The Party may select another Advisor.

E. Records Shared with Advisors

Advisors are entitled to the same opportunity as the Party to access relevant and directly related evidence, and/or the same written investigation report that summarizes this evidence, at the time the Party is provided access.

Advisors are expected to maintain the confidentiality of the records Equity & Compliance shares with them. Advisors may not disclose any RISD work product or evidence RISD obtained through the Resolution Process for any purpose not explicitly authorized by Equity & Compliance.

F. Advisor Expectations

Equity & Compliance generally expects an Advisor to adjust their schedule to allow them to attend Resolution Process meetings/interviews/Hearings when planned, but RISD may change scheduled meetings/interviews/Hearings to accommodate an Advisor's inability to attend, if doing so does not cause an unreasonable delay.

RISD may also make reasonable provisions to allow an Advisor who cannot be present in person to attend a meeting/interview/Hearing using an alternate method, such as video conferencing.

All Advisors are subject to the same RISD policies and procedures, whether they are selected by a Party or appointed by Equity & Compliance. Advisors are expected to advise the Parties without disrupting proceedings.

G. Advisor Policy Violations

Any Advisor who oversteps their role as defined by the Policy or who refuses to comply with Equity & Compliance's established rules of decorum will be warned. If the Advisor continues to disrupt or otherwise fails to respect the limits of the Advisor role, the meeting/interview/Hearing may end, or other appropriate measures implemented, including Equity & Compliance requiring the Party to use a different Advisor or providing a different Advisor appointed by Equity & Compliance. Subsequently, Equity & Compliance will determine how to address the Advisor's non-compliance and future role.

Any Advisor who shares information or evidence in a manner inconsistent with the Policy will be held accountable under this Policy and its Procedures for Failure to Comply.

11. Resolution Options Overview

This Resolution Process, consisting of Supportive Resolution, Bias Response Protocol, Informal Resolution, or Formal Resolution is RISD's chosen approach to addressing all forms of discrimination on the basis of protected characteristics, discriminatory harassment, and/or retaliation. The process considers the Parties' preferences but is ultimately determined at Equity & Compliance's discretion.

All individuals present at any time during the Resolution Process are expected to maintain the privacy of the proceedings in accordance with this Policy.

A. Supportive Resolution

Supportive Resolution occurs when Equity & Compliance can resolve the matter informally by providing supportive measures (only) designed to remedy the situation. This process is initiated upon receipt of a Report and can be resolved without a Formal Complaint being filed.

Equity & Compliance will meet with the Complainant to determine reasonable supportive measures that are designed to restore or preserve the Complainant's access to RISD's education program and activity. Such measures can be modified as the Complainant's needs evolve over time or circumstances change.

This option is available when the Complainant does not want to engage the other resolution options, and Equity & Compliance does not initiate a Formal Complaint.

B. Informal Resolution

To initiate an Informal Resolution, a Formal Complaint must be filed. Once a Formal Complaint has been filed, at any time prior to RISD reaching a determination regarding responsibility, the Parties may request that RISD facilitate an Informal Resolution Process. Upon receipt of a Formal Complaint, Equity & Compliance will conduct an initial assessment of the Formal Complaint to determine if an Informal Resolution is available and appropriate or if a Formal Complaint should be dismissed.

Informal Resolution does not involve a full investigation and adjudication like the Formal Resolution Process. Rather, the Informal Resolution Process uses mediation or other forms of dispute resolution with the goal that the parties may arrive at a mutually agreed-upon outcome. The Informal Resolution Process cannot be used for cases involving an undergraduate or graduate student Complainant and an employee Respondent.

In order to engage in an Informal Resolution Process:

1. The Complainant must first file a Formal Complaint with Equity & Compliance;
2. The process must be deemed appropriate for Informal Resolution by Equity & Compliance; and
3. The Complainant(s) and Respondent(s) must voluntarily consent in writing to participate in the process.

Before initiation of an Informal Resolution process, Equity & Compliance will provide the Parties with a Notice of Allegations (NOA), a written notification sent to the Parties by Equity & Compliance that explains:

- The allegations;
- The requirements of the Informal Resolution process;
- That, prior to agreeing to a resolution, any Party has the right to withdraw from the Informal Resolution Process and to initiate or resume the Formal Resolution Process;
- That the Parties' agreement to a resolution at the conclusion of the Informal Resolution process will preclude the Parties from initiating or resuming the Formal Resolution Process arising from the same allegations;
- The potential terms that may be requested or offered in an Informal Resolution agreement, including notification that an Informal Resolution agreement is binding only on the Parties; and

- What information RISD will maintain, and whether and how it could disclose such information for use in its Formal Resolution Process.

Equity & Compliance offers the following types of Informal Resolution:

1) **Accepted Responsibility**[32] occurs when the Respondent is willing to voluntarily accept responsibility for violating Policy and is willing to agree to actions that will be enforced similarly to sanctions, and the Complainant(s) and Equity & Compliance are agreeable to the resolution terms.

   If Informal Resolution is available, Equity & Compliance will determine whether all Parties and RISD are able to agree on responsibility, restrictions, sanctions, restorative measures, and/or remedies. If so, Equity & Compliance implements the accepted finding that the Respondent is in violation of RISD Policy, implements agreed-upon restrictions and remedies, and determines the appropriate responses in coordination with other appropriate administrator(s), as necessary.

   During a Formal Resolution Process, the Respondent may accept responsibility for any or all of the alleged Policy violations. If the Respondent indicates an intent to accept responsibility for all alleged Policy violations, the ongoing Formal Resolution Process will be paused, and Equity & Compliance will determine whether Informal Resolution is an option.

   This resolution is not subject to Appeal once all Parties indicate their written agreement to all resolution terms. When the Parties cannot agree on all terms of resolution, the Resolution Process will either continue or resume.

   When a resolution is reached, the appropriate sanction(s) or responsive actions are promptly implemented to effectively stop the behavior, prevent its recurrence, and remedy the effects of the Prohibited Conduct, both on the Complainant and the community. Any information or sanctions resulting from participating in the Informal Resolution Process, including the records that will be maintained could be shared with an investigator (if the Parties transition to a Formal Process).

2) **Educational Conversations**

   Educational conversations occur when a matter can be resolved by Equity & Compliance having a conversation with the Respondent to discuss the Complainant's concerns and institutional expectations.

   Educational conversations can also occur when Equity & Compliance accompanies or can accompany the Complainant in their desire to confront the conduct. The Complainant(s) may request that Equity & Compliance address their allegations by meeting (with or without the Complainant) with the Respondent(s) to

[32] In this section, the Parties must agree to the resolution, and the Respondent in essence self-sanctions as part of the Informal Resolution by agreeing to voluntarily comply with whatever the terms are to which the Parties agree.

discuss concerning behavior and institutional policies and expectations. Such a conversation is non-punitive. Respondent(s) are not required to attend such meetings, nor are they compelled to provide any information if they attend. The conversation will be documented as the Resolution for the matter, if it takes place. In light of this conversation, or the Respondent's decision not to attend, Equity & Compliance may also implement remedial actions to ensure that policies and expectations are clear and to minimize the risk of recurrence of any behaviors that may not align with Policy.

3) Alternative Resolution

When the Parties agree to resolve the matter through an alternative resolution mechanism (which could include, but is not limited to, mediation, restorative practices, facilitated dialogue, etc.), as described below.

RISD offers a variety of Alternative Resolution mechanisms to best meet the specific needs of the Parties and the nature of the allegations. Alternative Resolution may involve agreement to pursue individual or community remedies, including targeted or broad-based educational programming or training; supported direct conversation or interaction with the Respondent(s); indirect action by Equity & Compliance or other appropriate RISD officials; and other forms of resolution that can be tailored to the needs of the Parties. Some Alternative Resolution mechanisms will result in an agreed-upon outcome, while others are resolved through dialogue. All Parties must consent to the use of an Alternative Resolution approach, and the Parties may, but are not required to, have direct or indirect contact during an Alternative Resolution process.

Equity & Compliance may consider the following factors to assess whether Alternative Resolution is appropriate, or which form of Alternative Resolution may be most successful for the Parties:

- The Parties' amenability to Alternative Resolution;
- Likelihood of potential resolution, considering any power dynamics between the Parties;
- The nature and severity of the alleged misconduct;
- The Parties' motivation to participate;
- Civility of the Parties;
- Results of a violence risk assessment/ongoing risk analysis;
- Respondent's disciplinary history;
- Whether an emergency removal or other interim action is needed;
- Skill of the Alternative Resolution facilitator with this type of Formal Complaint;
- Formal Complaint complexity;
- Emotional investment/capability of the Parties;
- Rationality of the Parties;
- Goals of the Parties; and
- Adequate resources to invest in Alternative Resolution (e.g., time, staff, etc.).

Equity & Compliance has discretionary authority to determine whether an Alternative Resolution is available or successful, to facilitate a resolution that is acceptable to all Parties, and/or to accept the Parties' proposed resolution.

Parties do not have the authority to stipulate restrictions or obligations for individuals or groups that are not involved in the Alternative Resolution process. Equity & Compliance will determine whether additional individual or community remedies are necessary to meet RISD's compliance obligations in addition to the Alternative Resolution.

As a part of some types of Alternative Resolution (such as a mediation), the Parties may write and sign an Agreement. Once an Agreement is signed by all Parties, Equity & Compliance will email this document to the Parties' RISD emails. Agreements will go into effect immediately upon the Parties receiving the final document. Equity & Compliance will retain a copy of the signed Agreement, which will also be shared with Student Conduct + Community Standards for any procedures related to violations of the Agreement, or prior to reaching sanctioning decisions on any future related or unrelated matter. The Parties are expected to honor and comply with the terms of the Agreement. Failure to abide by the Agreement may result in appropriate responsive actions, including sanctions. If a breach of the Agreement occurs, it is the responsibility of the Parties to notify Equity & Compliance, who will then determine appropriate next steps.

The results of Formal Complaints resolved by Informal Resolution are not Appealable. Any information or sanctions resulting from participating in the Informal Resolution Process, including the records that will be maintained, could be shared with an investigator if the Parties transition to a Formal Resolution prior to the end of the Informal Resolution.

If an Informal Resolution option is not available or selected, RISD may initiate or continue a Formal Resolution to determine whether the Policy has been violated.

The individual facilitating an Informal Resolution must be trained and cannot be the Investigator, Decision-maker(s), or Appeal Officer(s).

It is not necessary to pursue Informal Resolution first in order to pursue a Formal Resolution. Any Party participating in the Informal Resolution can withdraw from the Informal Resolution at any time and initiate or resume the Formal Resolution.

Parties should contact Equity & Compliance as soon as possible to arrange any disability accommodations, language assistance, and/or interpretation services that may be needed throughout the Informal Resolution, if possible.

If a Formal Resolution is already underway, Equity & Compliance has discretion to determine if the process will be paused, if it will be limited, or if it will continue during the Informal Resolution process.

C. Formal Resolution Process

To initiate a Formal Resolution, a Formal Complaint must be filed. Upon receipt of a Formal Complaint, Equity & Compliance will conduct an initial assessment of the Formal Complaint to determine whether a Formal Resolution Process should be initiated, if an Informal Resolution is available, or if a Formal Complaint should be dismissed.

Once a Formal Resolution is initiated, Equity & Compliance appoints an Investigator(s) to conduct the investigation. Investigators may be members of the Resolution Process Pool, or any other properly trained Investigator, whether internal or external to RISD's community.

Prior to a Formal Resolution beginning, Equity & Compliance will provide the Parties with a detailed written Notice of Investigation and Allegations (NOIA), which is sent to the Parties by Equity & Compliance with sufficient time for the Parties to prepare before any initial investigation interview.

In addition to the written Notice of Investigation and Allegations (NOIA), the Formal Resolution will involve interviews of all Parties and relevant Witnesses, a live Hearing that involves all Parties and relevant Witnesses (if applicable), a written determination of responsibility (Outcome Letter), and the option for Appeal. Union members may also exercise grievance procedures as outlined in their respective contracts. RISD will make all reasonable efforts to provide a prompt, thorough, equitable, fair, and impartial resolution of Formal Complaints (as defined under Title IX and in the Clery Act), including providing a Resolution Process that treats Parties equitably; providing measures in an effort to stop alleged Prohibited Conduct, remedy its effects and prevent its recurrence; and by following its Resolution Process before imposition of any sanctions or other actions towards a Respondent, that are not supportive measures.

Remedies will be designed to restore or preserve equal access to RISD's education programs and/or activities. 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.

1. Notice of Investigation and Allegations (NOIA)

The written NOIA will include:

- Sufficient information available at the time to allow the Parties to respond to the allegations. Sufficient information includes the identities of the Parties involved in the incident(s), the conduct alleged to constitute discrimination, discriminatory harassment, and/or retaliation under this Policy, and the date(s) and location(s) of the alleged incident(s), to the extent that information is available to the recipient;
- A link to RISD's Resolution Process under this Policy, and if applicable, and any Informal Resolution process;
- 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 formal resolution process;

- Information regarding the Parties' right to have an Advisor of their choice;
- A statement that the Parties are entitled to an equal opportunity to access all evidence that is submitted during the Resolution Process;
- A statement that RISD prohibits knowingly making false statements or knowingly submitting false information in bad faith at any point in the resolution process. Individuals who engage in this misconduct may be subject to disciplinary actions. 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 materially false statement or provided materially false information in bad faith;
- The name of the Investigator(s) assigned to the investigation; and
- A statement that retaliation is prohibited.

Notification will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address(es) of the Parties as indicated in official RISD records, or emailed to the Parties' RISD-issued email or designated accounts. Once mailed, emailed, and/or received in person, the notification will be presumptively delivered.

Amendments and updates to the NOIA may be made as an investigation progresses, including if more information becomes available regarding the addition or dismissal of various allegations.

For Resolution Processes involving RISD student groups/organizations, the NOIA and all communication pertaining to the student group/organization will be sent to the president (or designee) and advisor of the student group/organization. In such matters, the student group/organization's president, designee, or advisor is not a Respondent, or otherwise a Party except in cases where they are additionally charged as an individual for Prohibited Conduct.

Similarly, for Resolution Processes involving RISD offices/departments, the NOIA and all communication pertaining to the office/department will be sent to the department/office/program head. In such matters, the department/office/program head is not a Respondent, or otherwise a Party except in cases where they are additionally charged as an individual for Prohibited Conduct.

For climate/culture investigations that do not have an identifiable Respondent, the NOIA and all communication will be sent to the department/office/program head for the area/program being investigated. In such matters, the department/office/program head for the area/program being investigated is not a Respondent, or otherwise a Party.

Conflicts of Interest or Bias. The Investigator(s) must not have a bias for or against the Parties generally, or an individual Party in particular. The Investigator must recuse themselves if such bias or conflict of interest exists. If the Investigator believes there is a possible conflict of interest or bias, they will consult with Equity & Compliance about possible recusal or removal. The Parties may raise challenges that the Investigator(s) is

biased or has a conflict of interest. The Parties must raise challenges with Equity & Compliance within two (2) business days of receiving the NOIA.

Equity & Compliance will only remove and replace an Investigator in situations of demonstrated bias or conflicts of interest. Perceptions of bias or conflict are not sufficient to cause removal. If an Investigator recuses themselves as the result of a conflict of interest or bias or is removed, Equity & Compliance will promptly appoint a new Investigator who does not have a conflict of interest or bias and notify the Parties accordingly.

2. Participation in the Formal Resolution Process ("Formal Resolution")

Parties and Witnesses are not required to participate in the Formal Resolution but participation is strongly encouraged. Parties and/or Witnesses may choose not to participate in the Formal Resolution; however, the Investigation and Live Hearing will proceed in their absence.

Investigation Participation. Investigation interviews may be conducted in person, via online video platforms (e.g., Zoom), or other methods deemed reasonable by Equity & Compliance. Live Hearings are conducted online via Zoom. RISD will take appropriate steps to ensure the security/privacy of remote meetings. Parties and Witnesses may also provide written statements in lieu of interviews or choose to respond to written questions if deemed appropriate by the Investigator(s).

Live Hearing ("Hearing") Participation. Parties and Witnesses are encouraged to participate in and make themselves reasonably available for the Hearing. Parties and Witnesses will participate via Zoom which allows the Decision-maker(s) and the Parties to see and hear that person at all times during the Hearing. Witnesses are not permitted to be accompanied by an Advisor without the expressed permission of Equity & Compliance.

If any Party or Witness does not appear at the scheduled Hearing, the Hearing may be held in their absence. For compelling reasons, Equity & Compliance may reschedule the Hearing prior to the completion of the Hearing.

Hearings for possible violations that occur near or after the end of an academic term and are unable to be resolved prior to the end of term will typically be held immediately after the end of the term, including during the summer, as needed, to meet RISD's resolution timeline and ensure a prompt resolution. Employees, including Parties and Witnesses, who do not have 12-month contracts are still expected to participate in Resolution Processes that occur during months between contracts. Investigation interviews and Hearings will only occur during RISD's operational business days unless an exception is deemed reasonable and necessary by Equity & Compliance.

Equity & Compliance will notify all Witnesses of their requested participation in the Hearing. Witnesses will be present for the Hearing only during the relevant portion.

Any Witness scheduled to participate in the Hearing must have been first interviewed by the Investigator(s), unless:

- All Parties and the Decision-maker(s) assent to the new Witness's participation in the Hearing without remanding the Formal Complaint back to the Investigator; **and**
- The Decision-maker(s) deems the evidence presented by the new Witness to be relevant and directly related, not impermissible, and not information already established in the record; **and**
- The Witness's late involvement was not the result of bad faith by the Witness, the Parties, or others.

If the evidence is deemed not relevant and directly related or impermissible, the Decision-maker(s) may proceed with the Hearing absent the new Witness's participation.

3. Investigation Procedures

All investigations are thorough, reliable, impartial, prompt, and fair. They involve interviews with all relevant Parties and Witnesses, obtaining relevant and directly related evidence, and identifying sources of expert information as necessary. RISD may consolidate Formal Complaints against more than one Respondent, or by more than one Complainant against one or more Respondents, into one investigation when the allegations arise from the same facts or circumstances or implicate a pattern, collusion, and/or other shared or similar actions.

The Investigator will contact the Parties whose participation is invited or expected for an investigative interview and provide written notice of the date, time, location, participants, and purpose of the interview. Parties will be given reasonably sufficient time between receiving the NOIA and the initial investigation interview to prepare to participate. Both the Complainant and Respondent have the right to meet separately with the Investigator.

The Formal Resolution Process involves an objective evaluation of all available relevant and directly related, and not otherwise impermissible, evidence, including evidence that supports that the Respondent is more likely than not to have engaged or not engaged in a Policy violation. Credibility determinations may not be based solely on an individual's status or participation as a Complainant, Respondent, or Witness. All Parties have a full and fair opportunity, through the investigation process, to suggest Witnesses and questions, to provide evidence, and to receive a written investigation report that accurately summarizes this evidence.

Parties should contact Equity & Compliance as soon as possible to arrange any disability accommodations, language assistance, and/or interpretation services that may be needed throughout the investigation.

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.

Both the Complainant and the Respondent are permitted to provide relevant and directly related inculpatory and exculpatory evidence[33] to the Investigator prior to the completion of the investigation. 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 and directly related information.

The Parties are permitted to provide a list of questions they would like asked of the other Party or any Witnesses. The Investigator will ask those questions deemed relevant, and for any question deemed not relevant, will provide a rationale for not asking the question.

Video or audio recordings of investigative interviews are not permitted by the Parties, their Advisors, or Witnesses.

After an investigation interview, Parties and Witnesses may be asked to verify the accuracy of the summary of their interview. They may submit requests for changes, edits, or clarifications that may be included at the Investigator's discretion. If the Parties or Witnesses do not respond within the time period designated for verification, objections to the accuracy of the summary will be deemed to have been waived, and no changes will be permitted.

The Investigator will make all reasonable efforts to complete an Investigative Report effectively and efficiently, summarizing the relevant and directly related evidence collected. This time frame may vary depending on the size of the Formal Complaint, the amount of evidence to be considered, the number of persons to be interviewed, and additional factors.

Prior to the completion of the investigative report, RISD will send a Draft Investigation Report to each Party and their respective Advisor (if applicable), via a secure, electronic link, that gathers, assesses, and synthesizes the evidence, accurately summarizes the investigation, Party and Witness interviews, and provides all relevant and directly related evidence. All Parties will be given an equal opportunity to inspect and review the Draft Investigation Report. Each Party will be given ten (10) business days to submit an optional written response with comments and suggestions for edits, additions, and any new evidence that is relevant and directly related to the allegations, which the Investigator will consider prior to completion of the investigative report. The Parties may request reasonable extensions for the review period by emailing equitycompliance@risd.edu, prior to the review period ending, with the requested time frame and rationale for the extension request. Decisions regarding the approval or denial and the extension time frame will be made at the discretion of Equity & Compliance. If an extension request is denied, the requesting Party will receive the decision via their RISD email. If an extension is granted, all Parties will receive notice of the approval and time

[33] "Inculpatory" evidence would be any information that may be favorable to showing Respondent's responsibility for engaging in alleged misconduct. "Exculpatory" evidence would be any information that may be favorable to the Respondent in showing a lack of responsibility for engaging in the alleged misconduct.

frame of the extension request via their RISD email. The Parties may elect to waive all or part of the review period.

Either after the Investigator receives the Parties' written responses or after the ten (10) business days have expired, the Investigator will create a Final Investigation Report that fairly summarizes all relevant and directly related evidence.

At least ten (10) business days prior to the live Hearing, Equity & Compliance will send each Party and their respective Advisors, if applicable, the Final Investigation Report via a secure, electronic link. The Parties will be given the opportunity to review the Final Investigation Report in preparation for the Hearing.

The Draft Investigation Report and Final Investigation Report shall be deemed confidential, and it is a violation of this Policy for a Party and/or Advisor to improperly disclose such reports without authorization.

4. Live Hearings ("Hearing(s)") Requirements

The following provisions apply to a Hearing:

- **Hearing Venue Options and Recordings.** The Hearing will occur via Zoom wherein the Decision-maker(s) and Parties must be able to simultaneously see and hear a Party and/or Witness at all times during the Hearing. Alternative arrangements may also be made at Equity & Compliance's discretion.
    - All Hearings will be recorded, and Parties may request to review and inspect a copy of the recording from Equity & Compliance following the Hearing.
    - No unauthorized recordings are permitted.

- **Hearing Participants.** Individuals who may be present for a Hearing include the Decision-maker(s), Equity & Compliance staff, the Parties and their Advisors, anyone providing authorized accommodations, interpretation, and/or assistive services, and anyone else deemed necessary by the Decision-maker(s). Witnesses are present only during their portion of the testimony. Equity & Compliance will work with the Parties to finalize a Witness list for the Hearing, and Equity & Compliance will notify any Witnesses of the Hearing's logistics. The Decision-maker(s), only with the agreement of all Parties, may decide in advance of the Hearing that certain Witnesses do not need to be present if their testimony can be adequately summarized by the Investigator(s) in the Final Investigation Report, and their presence is not essential to assess their credibility.

- **Advisors.** The Parties may have the support of an Advisor of their choosing at the Hearing or can request that Equity & Compliance appoint a trained Advisor for them. Appointed Advisors are not attorneys. If a Party wishes to have an attorney as their Advisor, they must locate and pay for that attorney themselves.
    - During the Pre-Hearing Meeting and Hearing, Parties may only be accompanied by their Advisor. No other persons (e.g., additional support

persons, friends, or family) may accompany, attend, or listen in on the Pre-Hearing Meeting or Hearing unless explicitly authorized by Equity & Compliance, with each Party being provided the same opportunity.
    - All questions during the Hearing will be asked by the Decision-maker(s). Parties and Advisors may suggest questions to be posed by the Decision-maker(s) during the Pre-Hearing Meetings and/or by submission of written questions during the Hearing via the Zoom chat function.

- **Disability Accommodations and Other Assistance**. Parties should contact Equity & Compliance at least five (5) business days prior to the Hearing to arrange any disability accommodations, language assistance, and/or interpretation services that may be needed at the Hearing, if possible.

- **Conflicts of Interest or Bias.** The Decision-maker(s) must not have a bias for or against Complainants or Respondents generally or the individual Complainant or Respondent in particular.
    - The Decision-maker(s) must recuse themselves if such bias or conflict of interest exists.
    - If the Decision-maker(s) believes there is a possible conflict of interest or bias, they will consult with Equity & Compliance about possible recusal or removal.
    - The Parties may raise challenges that the Decision-maker(s) is biased or has a conflict of interest. The Parties must raise challenges with Equity & Compliance within two (2) business days of receiving the Hearing Notice.
    - Equity & Compliance will only remove and replace a Decision-maker(s) in situations of demonstrated bias or conflicts of interest. Perceptions of bias or conflict are not sufficient to cause removal.
    - If a Decision-maker(s) recuses themselves as the result of a conflict of interest or bias, or is removed, Equity & Compliance will promptly appoint a new Decision-maker(s) who does not have a conflict of interest or bias and notify the Parties accordingly.

- **Evidence Provided to Decision-maker(s) and Parties.**
    - The Decision-maker(s) will be provided electronic copies of the Final Investigation Report and all relevant and directly related but not impermissible evidence, including the names of all Parties, Witnesses, and Advisors, at least ten (10) business days in advance of the Hearing.
    - The Parties will be provided with electronic copies of all the materials provided to the Decision-maker(s) as part of the Hearing Notice unless those materials have already been provided.[34]

[34] The Final Investigation Report and relevant and directly related evidence may be shared using electronic means that preclude downloading, forwarding, or otherwise sharing.

5. Hearing Notice

Equity & Compliance will send the Parties a Hearing Notice with sufficient time for the Parties to prepare for the Hearing, typically at least ten (10) business days prior to the Hearing. Once mailed, emailed, and/or received in-person, Notice will be presumptively delivered. The Hearing Notice includes:

- A description of the alleged violation(s), a list of all policies allegedly violated, a description of the applicable Hearing procedures, and a statement of the potential sanctions/responsive actions that could result.
- The time, date, and location of the Hearing.
- A description of any technology that will be used to facilitate the Hearing.
- Relevant information regarding Hearing logistics, Pre-Hearing Meetings, the Final Investigation Report, the Parties and Witnesses participating in the Hearing, the identity(ies) of the Decision-maker(s), details related to questioning, the role of Advisors, and how to request disability accommodations or other assistance.

6. Pre-Hearing Meetings

Equity & Compliance will offer to convene individual Pre-Hearing Meeting(s) with the Parties and their Advisors and invite them to submit the questions or topics they wish to ask or discuss at the Hearing, to which Equity & Compliance will submit to the Decision-maker(s) to use their discretion to determine relevance. This allows the Decision-maker(s) to consider their relevance ahead of time to avoid any improper evidentiary introduction in the Hearing or to provide recommendations for more appropriate phrasing. The Decision-maker(s) will document and share their rationale for any question or new evidence exclusion or inclusion, if any, with Equity & Compliance. A summary of any rulings regarding any relevancy determinations made by the Decision-maker(s) will be provided to all Parties and Advisors prior to, or during, the Hearing.

However, this advance review opportunity does not preclude the Parties from submitting a question or topic they wish to discuss at the Hearing for the first time or asking for a reconsideration of a Decision-maker(s)'s Pre-Hearing decision regarding relevance based on any new information or testimony offered at the Hearing.

Pre-Hearing Meeting(s) will not be recorded. The Pre-Hearing Meetings will typically be conducted as separate meetings with each Party/Advisor, and can be done remotely, or as a written communication exchange. Equity & Compliance will work with the Parties to establish the format and timing of the Pre-Hearing Meetings.

7. Hearing Procedures

A. Evidentiary Considerations

The Parties must provide all evidence to the Investigator(s) prior to completing the Final Investigation Report. Evidence offered after that time will be evaluated by the Decision-maker(s) for relevance. If deemed relevant and directly related and not impermissible, the Decision-maker(s) must agree to admit it into the record. If the evidence is deemed not

relevant and directly related or impermissible, the Decision-maker(s) may proceed with the Hearing absent the new evidence.

The new relevant and directly related evidence will be admitted to the record if:
- All Parties and the Decision-maker(s) assent to the new evidence being included in the Hearing without remanding the Formal Complaint back to the Investigator, **and**
- The evidence is not duplicative of evidence already in the record, **and**
- It is not impermissible, **and**
- The new evidence was either not reasonably available prior to the conclusion of the Final Investigation Report, or the failure to provide it in a timely manner was not the result of bad faith by the Parties, Witnesses, or others.

If the above criteria are met, the Decision-maker(s) may, at their discretion, engage in one or more of the following actions:
- Reasonably delay the Hearing to allow for further investigation and/or review period;
- Remand the Formal Complaint back to the Investigator for further investigation; and/or
- Allow the Parties to review and comment on the new evidence at least ten (10) business days in advance of the Hearing.

If the evidence is deemed not relevant and directly related or impermissible, the Decision-maker(s) may proceed with the Hearing without allowing the new evidence.

B. Collateral Misconduct

The Decision-maker(s) has the authority to hear and make determinations on all allegations of discrimination, discriminatory harassment, retaliation, and/or other Prohibited Conduct under the Policy and may also hear and make determinations on any additional alleged collateral misconduct that occurred in concert with the discrimination, discriminatory harassment, retaliation, and/or other Prohibited Conduct, even though those collateral allegations may not specifically fall within the Policy.

C. Joint Hearings

In Formal Complaints involving more than one Respondent and/or involving more than one Complainant accusing the same person of substantially similar conduct, the default procedure will be to hear the allegations jointly.

However, Equity & Compliance may permit the Investigation and/or Hearings pertinent to each Respondent or Formal Complaint to be conducted separately if there is a compelling reason to do so. In joint Hearings, separate determinations of responsibility will be made for each Respondent and/or for each Formal Complaint with respect to each alleged Policy violation.

D. Introductions and Hearing Procedure Explanation

The Decision-maker(s) will explain the Hearing procedures and introduce the participants. The Decision-maker(s) will answer any procedural questions prior to and as they arise throughout the Hearing.

E. Statements and Questioning

Opening Statements

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

The Decision-maker(s) will disregard opening statements or any portions that are irrelevant and will note that decision on the record.

Questioning

A Party must have an Advisor present at the Hearing. If a Party does not have an Advisor present at the Hearing, RISD will provide one. When RISD provides an Advisor for a Party for the Hearing, RISD reserves sole discretion to select the Advisor provided. The Advisor selected will be provided without cost to the Party. The role of the Advisor during the Hearing is solely to conduct questioning on a Party's behalf.

It is the expectation of RISD that the Advisor will, at all times, act in a respectful and non-aggressive manner. The Decision-maker(s) reserves the right to exclude an Advisor from the Hearing for failure to abide by these restrictions. Should an Advisor be excluded from the Hearing, the Party will be able to choose a new advisor, or one will be provided by RISD.

The role of the Advisor during the Hearing is solely to conduct questioning on the Complainant's or Respondent's behalf. All questions are subject to a relevance determination before they are asked. The Decision-maker(s) will determine the method by which the Parties will submit their questions to the Decision-maker(s) for their review and, if approved, to be posed. Questions that the Parties wish to have posed can be questions for that Party themselves, another Party, or Witnesses. The Decision-maker(s) will explain any decision to exclude a question as not relevant or to reframe it for relevance.

The Decision-maker(s) will limit or disallow questions they deem not appropriate on the basis that they are irrelevant, unduly repetitious (and thus irrelevant), seek or pertain to impermissible evidence, or are abusive. The Decision-maker(s) has final say on all questions and determinations of relevance and appropriateness. The Decision-maker(s) may consult with Equity & Compliance on any questions of admissibility.

The Decision-maker(s) then allows the Advisor to pose the questions deemed relevant, not impermissible, and appropriate to the Party and/or Witness.

During the Hearing, if the Parties raise an issue of bias or conflict of interest of an Investigator or Decision-maker(s), the Decision-maker(s) may elect to address those issues by pausing the Hearing and referring the concerns to Equity & Compliance to address, and/or preserving the concerns for Appeal. If bias is not an issue at the Hearing, the Decision-maker(s) should not permit irrelevant questions that probe for bias.

The Decision-maker(s) will allow Witnesses who have relevant and not impermissible information to appear at a portion of the Hearing to respond to specific questions from the Decision-maker(s) and the Parties, and the Witnesses will then be excused.

Closing Statements, Impact Statements, and Mitigation Statements
The Parties will be granted the opportunity to make a verbal closing statement to the Decision-maker(s). The Decision-maker(s) will disregard closing statements or any portions thereof that are not Relevant.

In addition to a closing statement, the Parties may submit a written Impact Statement or Mitigation Statement to the Decision-maker(s), which must be submitted to Equity & Compliance three (3) business days before the Hearing.

The Impact Statement or Mitigation Statement should not include information that is more prejudicial than probative, introduces new allegations, or introduces evidence that is not relevant. Any such information, allegations, or evidence will be redacted or removed by the Decision-maker(s).

F. Refusal to Submit to Questioning and Inferences

Any Party or Witness may choose not to offer evidence and/or answer questions at the Hearing, either because they do not attend the Hearing, or because they attend but refuse to participate in some or all questioning. The Decision-maker(s) can only rely on the available relevant and directly related and not impermissible evidence in making the ultimate determination of responsibility. The Decision-maker(s) may not draw any inference solely from a Party's or Witness's absence from the Hearing or refusal to answer any or all questions.

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

G. Hearing Recordings

RISD records Hearings (but not deliberations) for purposes of deliberations and for review in the event of an Appeal. No unauthorized audio or video recording of any kind is permitted during the Hearing.

The Decision-maker(s), the Parties, their Advisors, Appeal Officers, and other appropriate RISD officials will be permitted to review the recording upon request to Equity &

Compliance. No unauthorized disclosure, including sharing, copying, or distribution of the recording, is permitted.

8. Deliberation and Determination

RISD uses the preponderance of the evidence standard of proof when determining whether a Policy violation occurred. This means that RISD will decide whether it is "more likely than not," based upon the available information at the time of the decision, that the Respondent is in violation of the alleged Policy violation(s).

After the Hearing is concluded, the Decision-maker(s) will deliberate in closed session to determine whether or not the Respondent is Responsible for the alleged Policy violation(s) based on the preponderance of the evidence standard. If a Hearing Panel is used, a simple majority vote is required to determine the finding. Deliberations are not recorded.

When there is a finding of responsibility for one or more of the allegations, the Decision-maker(s) may then consider any previously submitted impact and/or mitigation statement(s) provided by the Parties, during the investigation and/or Hearing, in determining appropriate sanction(s).

The Decision-maker(s) will then prepare and provide Equity & Compliance with a written Outcome Letter detailing all findings and final determinations, the rationale(s) explaining the decision(s), the relevant and directly related and not impermissible evidence used in support of the determination(s), the evidence not relied upon in the determination(s), any credibility assessments, and any sanction(s) and rationales explaining the sanction(s). The Outcome Letter is typically submitted to Equity & Compliance within ten (10) business days from the conclusion of the Hearing, unless Equity & Compliance grants an extension. Equity & Compliance will notify the Parties of any extension. Upon receiving the Outcome Letter, Equity & Compliance will send the Outcome Letter to the Parties and their Advisors (if applicable) via their RISD emails, and the Appeal Period will begin upon receipt of the Letter.

9. Evidentiary Considerations

The Investigator(s) and the Decision-maker(s) will only consider evidence that is deemed relevant and directly related and not otherwise impermissible.

Relevant and directly related evidence is evidence that may aid in determining whether the allegation occurred, or whether the behavior constitutes a violation of Policy.

The following types of evidence, and questions seeking that evidence, are impermissible (i.e., will not be accessed or considered, except by the Investigator(s) and Decision-Maker(s) to determine whether one of the exceptions listed below applies; will not be disclosed; and will not otherwise be used), regardless of whether they are relevant and directly related:

- Evidence that is protected under a privilege recognized by federal or state law or evidence provided to a Confidential Employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality;
- A Party's or Witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the Party or witness, unless RISD obtains that Party's or witness's voluntary, written consent for use in its resolution process; and
- Evidence that relates to the Complainant's sexual interests or prior sexual conduct, unless 1) evidence about the Complainant's prior sexual conduct is offered to prove that someone other than the Respondent committed the alleged conduct, or 2) is evidence about specific incidents of the Complainant's prior sexual conduct with the Respondent that is offered to prove consent. The fact of prior consensual sexual conduct between the Complainant and Respondent does not by itself demonstrate or imply the Complainant's consent or preclude a determination that sexual misconduct occurred.

Previous disciplinary action of any kind involving the Respondent may not be considered unless there is an allegation of a pattern of misconduct. Such information may also be considered in determining an appropriate sanction upon a determination of responsibility. Barring a pattern allegation, this information is only considered at the sanction stage of the process and is not shared until then.

Within the limitations stated above, the investigation and determination can consider character evidence, if offered, but that evidence is unlikely to be relevant and directly related unless it is factual evidence or relates to a pattern of conduct.

10. Written Notice of Outcome ("Outcome Letter")

Within ten (10) business days of the conclusion of the Formal Resolution Process, Equity & Compliance provides the Parties with a written Outcome Letter. The Outcome Letter will specify the finding for each alleged Policy violation, any applicable sanctions that RISD is permitted to share pursuant to state or federal law, and a detailed rationale, written by the Decision-maker(s), supporting the findings to the extent RISD is permitted to share under federal or state law, and a description of the procedural steps taken from the receipt of the Formal Complaint through the determination.

The notification will also detail the Parties' equal rights to Appeal, the grounds for Appeal, the steps to take to request an Appeal, and when the determination is considered final if neither Party Appeals.

Equity & Compliance will provide the Parties with the Outcome Letter simultaneously, or without significant time delay between notifications. The written Outcome Letter may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the Parties as indicated in official RISD records, or emailed to the Parties' RISD-issued or designated email account. Once mailed, emailed, and/or received in person, the Outcome Letter is presumptively delivered.

11. Sanctions

Following an investigation and evaluation of all relevant and directly related and not otherwise impermissible evidence, Equity & Compliance must, if there is a determination that Prohibited Conduct occurred, as appropriate, coordinate the imposition of any sanction(s) on a Respondent, including notification to the Complainant of any such sanction(s), and take other appropriate prompt and effective steps to ensure that Prohibited Conduct does not continue or recur within RISD's education programs and/or activities.

Factors considered by the Decision-maker(s) when determining sanction(s) may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s);
- The Respondent's disciplinary history;
- The need for sanction(s) to bring an end to the discrimination, discriminatory harassment, and/or retaliation;
- The need for sanction(s) to prevent the future recurrence of discrimination, discriminatory harassment, and/or retaliation;
- The need to remedy the effects of the discrimination, discriminatory harassment, and/or retaliation on the Complainant and/or the community;
- The impact on the Parties; and
- Any other information deemed relevant and directly related by the Decision-maker(s).

The sanction(s) will be implemented as soon as it is feasible once a determination is final, either upon the outcome of any Appeal or the expiration of the window to Appeal, without an Appeal being requested.

Sanctions issued under this Policy are intended to be educational in nature and should be commensurate with the violations found to have occurred.

While determining sanctions, the Decision-maker(s) may take into account any factors, such as any past misconduct by the Respondent (only after a conduct process decision has been made with respect to the current case), any failure of the Respondent to comply fully with previous sanctions, the actual and potential harm caused by the violation, the degree of intent and motivation of the Respondent's behavior, and the severity, pervasiveness, and impact of the conduct that constituted the violation. Acceptance by the Respondent of responsibility for their misconduct, steps voluntarily undertaken to remedy the harm caused by the misconduct, and evidence of positive growth and learning by the Respondent upon reflection of the misconduct may also be taken into account.

Impairment resulting from the voluntary use of alcohol or other illicit drugs (drugs not prescribed by a physician for medical purposes) will be considered as an aggravating, and not a mitigating, factor. In other words, this kind of decision-making impairment may

be a factor that is considered in any determination, but may not be used to excuse the behavior or the alleged incident of misconduct.

Respondents are responsible for knowing, completing, and/or adhering to any and all deadlines, dates, and assignments as determined by the Decision-maker(s). It is not the responsibility of the Decision-maker(s) to follow up with, or subsequently remind, a Respondent to complete a sanction. Failure to complete sanctions will be charged as Failure to Comply under this Policy and addressed accordingly.

Sanction(s) may include, but are not limited to, sanction(s) listed under RISD's Code of Student Conduct and/or RISD's Corrective Action Policy, and other sanction(s) RISD deems appropriate under the circumstances. The sanction(s) described in this Policy are not exclusive of, and may be in addition to, other sanction(s)/consequence(s) imposed by external authorities.

The Respondent is fiscally responsible for the incurred cost of completing a required sanction pursuant to this Policy.

Student Sanctions

The following are the common sanction(s) that may be imposed upon students singly or in combination, in no prescriptive order:

- Required Counseling: A mandate to meet with and engage in either RISD-sponsored or external counseling to better comprehend the misconduct and its effects;

- Required Training: A mandate to participate and complete in either RISD-sponsored or external training to better comprehend the misconduct, its effects, and to engage in educational opportunities with the goal of preventing the recurrence of misconduct. A formal transcript or certificate must be presented to Equity & Compliance following completion;

- Restrictions: A student may be restricted in their activities, including, but not limited to, being restricted from locations, programs, participation in certain activities or extracurriculars, study abroad, or from holding leadership in student organizations;

- Restitution: A requirement that the student compensate those whose property has been damaged or destroyed by the student's actions, for the partial or complete monetary cost of such damage/destruction. It should be noted that this outcome is not the same as imposing a fine. Imposition of fines are not permissible under the RISD Code of Student Conduct;

- Modification or Loss of Housing Privileges: The modification or revocation of a student's privileges to live in and/or visit RISD housing facilities and/or the relocation of a student's on-campus housing, either temporarily or

permanently. A student who is subject to such modification, revocation, or relocation will not be entitled to a refund of housing charges. *Note: Students with residency requirements, such as first year and second year students, if removed from housing, unless otherwise stated, will result in suspension from the institution as it is a requirement for enrollment at RISD;*

- Formal Warning: Written notice that further, repeated, or other misconduct may result in more serious consequences. While sometimes issued independently, warnings are usually coupled with educational outcomes such as required counseling, required training, etc.;

- Behavioral Probation Level 1 (BP1): A status indicating that a student has been found responsible for a violation of RISD Policy and/or the Code of Student Conduct when either the number or nature of their policy violation(s) is sufficiently concerning that an additional policy violation will most likely result in a change of student enrollment status. This sanction will be in effect for a specified period of time and indicates that if the student is again found in violation of RISD Policies and/or Student Code of Conduct during the period of this status, a sanction of Disciplinary Probation Level 2 or greater will likely be issued;

- Behavioral Probation Level 2 (BP2): Formal notice that a student's status at RISD is in jeopardy as a result of one or more violations of the Code of Student Conduct. This sanction will be in effect for a specified period of time and indicates that if the student is found in violation of RISD Policy and/or Code of Student Conduct during the period of this status, the imposed sanction may include Loss of Housing, Suspension from the RISD, or Expulsion from RISD. A student on Behavioral Probation 2 (BP2) may be prohibited from holding any leadership positions (for example, Orientation Leader, Resident Advisor, Student Alliance member, student club officer, or sports team captain) or participating in RISD-sponsored social or recreational events and activities and/or other similar activities in which the student represents RISD;

- Interim Suspension, Restriction, or Prohibition: A temporary sanction or consequence may be imposed, with cause, prior to any formal resolution process as outlined in RISD Policy and/or the Code of Student Conduct. A student may be prohibited from all or designated portions of campus, restriction from participation in designated programs and activities, or being prohibited from having contact with designated persons during the process of the adjudication of a proceeding under RISD Policy and/or the Code of Student Conduct.

  Interim consequences may be imposed by the Associate Dean of Students, or designee, whenever they have reasonable cause (using the preponderance of evidence standard) that the student poses a significant risk of substantial harm to the health, safety, or well-being of others or to property, and may include and be subject to any additional terms and conditions that the official imposing the consequence deems necessary or appropriate in light of the potential harm.

Additionally, when an interim suspension, restriction or prohibiting action is put in place, a student may lose the ability to continue in student leadership positions (e.g., Student Alliance, Resident Advisor, Orientation Leader, Club President/Leader) and/or take part in campus sponsored activities, which include but are not limited to clubs or social programming. Reinstatement of these privileges is at the discretion of the Associate Dean of Students, or their designee.

Any interim measure will be applied and remain in effect until the conclusion of the relevant proceeding, the Appeal period, or such earlier time as the official imposing the consequence determines.

A student who has received an interim consequence may petition the Vice President for Student Life (VPSLE) or their designee at any time to request modification or removal of the consequence. Any such petition must include supporting evidence that the reasons for the imposition of the consequence no longer exist, will not recur, and the student meets all normal requirements for readmission. Upon receipt of such a petition, the VPSLE will evaluate the request and may consult with the student and/or others as they deem appropriate. The VPSLE may, on that basis, deny the petition, grant the petition in whole or in part under specified conditions, or grant the petition in whole or in part without condition;

- Suspension from RISD: The temporary separation of a student from RISD for a specified period of time, at the end of which the student may petition for reinstatement. During the specified period, the student may not enroll in RISD classes, may not participate in any RISD-sponsored events and activities (which include but are not limited to academic or co-curricular activities), will be denied all other privileges normally afforded students, must vacate the campus by a specified time, and may not reenter the campus or be present on campus, without the written permission of the Associate Dean of Students, or designee. RISD students who are cross-registered at Brown University may (in consultation with Brown) be removed from those classes as well and/or RISD may choose to not accept the credits earned through cross-registration during the suspension. The student may also be required to fulfill additional specified conditions before readmission will be granted;

- Expulsion from RISD: The permanent separation of the student from RISD, without possibility of readmission. A student who has been expelled may not enroll in RISD classes, may not participate in any RISD-sponsored events and activities, will be denied all other privileges normally afforded students, must vacate the campus by a specified time, and may not reenter the campus or be present on campus without the written permission of the Associate Dean of Students or designee;

- Other sanctions: Any other sanctions, restrictions, or conditions deemed appropriate under the circumstances of the student's misconduct, such as

required letters of apology, reflection statements, mandatory participation in relevant programs or evaluations, no-entry requirements, loss of specified privileges, registration holds or restrictions, revocation of a degree, and/or, to the extent permitted by the Family Educational Rights and Privacy Act, notification to the student's parents or guardians.

Student Group/Organization Sanctions

The following are the common sanctions that may be imposed upon student groups/organizations singly or in combination:

- Warning - A formal statement that the conduct was unacceptable and a warning that further violation of any RISD policy, procedure, or directive will result in more severe sanctions/responsive actions.

- Probation - An official sanction for violation of RISD policy, providing for more severe disciplinary sanctions in the event that the group or organization is found in violation of any RISD policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated and may include denial of specified social and event privileges, denial of RISD funds, ineligibility for honors and awards, restrictions on new member recruitment, No Contact Directives, and/or other measures deemed appropriate.

- Suspension - Termination of student group/organization recognition and/or RISD support for a defined period of time and/or until specific criteria are met. During the suspension period, a student group/organization may not conduct any formal or informal business or participate in RISD-related activities, whether they occur on or off campus. Re-recognition is possible but not guaranteed and will only be considered after the end of the suspension period and based on meeting all re-recognition criteria and obtaining clearance from RISD.

- Expulsion - Permanent termination of student group/organization recognition and revocation of the privilege to congregate and conduct business on campus as an organization for any reason.

- Loss of Privileges - Restricted from accessing specific RISD privileges for a specified period of time.

- Other Actions - In addition to, or in place of, the above sanctions, RISD may assign any other sanctions as deemed appropriate.

Employee & Office/Department Sanctions

The following are the common sanction(s) that may be imposed upon employees singly or in combination, in no prescriptive order:

- *Verbal Warning*
- *Written Warning*
- *Performance Improvement Plan/Management Process*
- *Enhanced Supervision, Observation, or Review*
- *Required Counseling*
- *Required Training or Education*
- *Probation*
- *Denial of Pay Increase/Pay Grade*
- *Loss of Oversight or Supervisory Responsibility*
- *Demotion*
- *Transfer*
- *Shift or schedule adjustments*
- *Reassignment*
- *Delay of (or referral for delay of) Critical Review Track Progress*
- *Assignment to New Supervisor*
- *Restriction of Stipends, Research, and/or Professional Development Resources*
- *Suspension/Administrative Leave with Pay*
- *Suspension/Administrative Leave without Pay*
- *Termination*
- *Other Actions*: In addition to or in place of the above sanctions/responsive actions, RISD may assign any other actions as deemed appropriate.

12. Resolution Timeline

RISD will make all reasonable efforts to provide prompt, equitable, fair and impartial Resolution Processes. The stages of the Resolution Process may be extended as necessary for good cause by Equity & Compliance. The Parties will promptly notify Parties regarding any extensions or delays.

One key phase of the Formal Resolution Process is the investigation. Investigations are completed as expeditiously as promptly as circumstances permit depending on issues such as

the nature, extent, and complexity of the allegations, Witness availability, law enforcement involvement, and other factors.

If a Party or Witness chooses not to participate in the Resolution Process or becomes unresponsive, RISD reserves the right to continue it without their participation to ensure a prompt resolution. Non-participatory or unresponsive Parties retain the rights outlined in this Policy and the opportunity to participate in the Resolution Process.

RISD may undertake a delay in its Resolution Processes if circumstances require. Such circumstances include but are not limited to, a request from law enforcement to delay an investigation temporarily, the need for language assistance, the absence of Parties and/or Witnesses, and/or health conditions. RISD will promptly resume its Resolution Process as soon as feasible. During such a delay, RISD will implement and maintain supportive measures for the Parties as deemed appropriate.

RISD action(s) or processes are not typically altered or precluded on the grounds that civil or criminal charges involving the underlying incident(s) have been filed or that criminal charges have been dismissed or reduced.

RISD will make a good faith effort to complete the Resolution Process as promptly as circumstances permit.

13. Ensuring Impartiality

Any individual materially involved in the administration of the Resolution Process, including Equity & Compliance, Investigator(s), Decision-maker(s), and/or Appeal Officers, may neither have nor demonstrate a conflict of interest or bias for a Party generally, or for a specific Complainant or Respondent.

Equity & Compliance will vet the assigned Investigator(s), Decision-maker(s), and Appeals Officers for impartiality by ensuring there are no actual or apparent conflicts of interest or disqualifying biases. At any time during the Resolution Process, the Parties may raise a concern regarding bias or conflict of interest, and Equity & Compliance will determine whether the concern is reasonable and supportable. If so, another Pool member will be assigned, and the impact of the bias or conflict, if any, will be remedied. If the source of the conflict of interest or bias is Equity & Compliance, concerns should be raised with Human Resources.

14. Resolution Process Pool Members

The Resolution Process relies on a pool of administrators (“the Pool”) to carry out the Resolution Process. Members of the Pool may include trained RISD employees, as well as external, trained third-party neutral professionals.

A. Pool Member Roles

Members of the Pool are trained annually, and can serve in the following roles, at the discretion of Equity & Compliance:

- Advisor(s) to Parties;
- Informal Resolution Facilitator(s);
- Perform or assist with initial assessment;
- Investigator(s);
- Hearing Panelist(s);
- Decision-maker(s) for challenges to emergency removal;
- Appeal Officer(s)

B. Pool Member Appointment

Equity & Compliance appoints the Pool, which acts with independence and impartiality. Although members of the Pool are typically trained in a variety of skill sets and can rotate among the different roles listed above in different Resolution Processes, RISD can also designate permanent roles for individuals in the Pool.

C. Training for Pool Members

Resolution Process Pool members receive annual training related to their respective roles. This training may include, but is not limited to:

- The scope of RISD's Nondiscrimination Policy;
- The definitions within RISD's Nondiscrimination Policy for Prohibited Conduct and Other Relevant Definitions;
- RISD's Resolution Processes and Procedures;
- Implicit bias and confirmation bias;
- Treating Parties equitably;
- Reporting, confidentiality, and privacy requirements;
- Applicable laws, regulations, and federal regulatory guidance;
- How to implement appropriate and situation-specific remedies;
- How to investigate in a thorough, reliable, timely, and impartial manner;
- Trauma-informed practices pertaining to investigations and Resolution Processes;
- How to uphold fairness, equity, and due process;
- How to weigh evidence, conduct questioning, and assess credibility;
- Impartiality and objectivity;
- How to render findings and generate clear, concise, evidence-based rationales;
- How to conduct an investigation and Resolution Process, including Hearings, Appeals, and Informal Resolution Processes;
- How to serve impartially by avoiding prejudgment of the facts at issue, conflicts of interest, and bias against Respondents and/or for Complainants, and on the basis of protected characteristics;
- Any technology to be used for review of Investigation Reports and at a live Hearing;
- Issues of relevance of questions and evidence;
- Issues of relevance and creating an investigation report that fairly summarizes relevant and directly related and not impermissible evidence;
- How to determine appropriate sanctions in reference to all forms of discrimination, discriminatory harassment, and/or retaliation allegations; and/or
- Recordkeeping.

Additional Training Elements Specific to Title IX

All Investigators, Decision-maker(s), and other persons who are responsible for implementing RISD's Nondiscrimination Policy and Procedures will receive training related to their duties under Title IX promptly upon hiring or change of position that alters their duties under Title IX or this part, and annually thereafter. Materials will not rely on sex stereotypes and will promote impartial investigations and Resolution Processes of Formal Complaints of Title IX Prohibited Conduct, as defined in this Policy. Training topics include, but are not limited to:

- RISD's obligations under Title IX;
- The scope of RISD's Nondiscrimination Policy and the scope of RISD's education program or activity as it relates to Title IX Prohibited Conduct;
- The definitions within RISD's Nondiscrimination Policy for Title IX Prohibited Conduct and Other Relevant Definitions;
- RISD's Resolution Processes and Procedures for resolution of Formal Complaints of Title IX Prohibited Conduct;
- Training for Informal Resolution Facilitators on the rules and practices associated with RISD's Informal Resolution Process;
- How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
- Any technology to be used for review of Investigation Reports and at a live Hearing;
- 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 and directly related;
- Issues of relevance to create an investigative report that fairly summarizes relevant and directly related evidence;
- The role of the Title IX Coordinator;
- Supportive Measures;
- Clery Act/VAWA requirements applicable to Title IX;
- How to apply definitions used by RISD with respect to Consent (or the absence or negation of Consent) consistently, impartially, and in accordance with this Policy;
- Any other training deemed necessary to comply with Title IX.

All training materials will be posted on Equity & Compliance's website as a part of its recordkeeping in accordance with law.

15. Withdrawal or Resignation Before Formal Complaint Resolution

A. Students

Should a student Respondent decide not to participate in the Resolution Process, the process proceeds absent their participation to a reasonable resolution. If a student Respondent withdraws from RISD, the Resolution Process may continue, or Equity & Compliance may exercise their discretion to dismiss the Formal Complaint for lack of jurisdiction. If the Formal Complaint is dismissed, RISD will still provide reasonable

supportive measures as deemed necessary to address safety and/or remedy any ongoing effects of the alleged harassment, discrimination, and/or retaliation.

Regardless of whether the Formal Complaint is dismissed or pursued to completion of the Resolution Process, RISD will continue to address and remedy any systemic issues or concerns that may have contributed to the alleged violation(s), and any ongoing effects of the alleged discrimination, discriminatory harassment, and/or retaliation.

When a student withdraws while the process is pending, the student may not return to RISD in any capacity until the Formal Complaint is resolved and, if found Responsible, any sanctions imposed are satisfied. If the student indicates they will not return, Equity & Compliance has discretion to dismiss the Formal Complaint upon confirmation of withdrawal.

If the student Respondent takes a leave for a specified period of time (e.g., one semester or term), the Resolution Process may continue. If found Responsible, that student is not permitted to return to RISD unless and until all sanctions, if any, have been satisfied.

B. Employees

Should an employee Respondent decide not to participate in the Resolution Process, the process proceeds absent their participation to a reasonable resolution. If an employee Respondent separates from RISD with unresolved allegations pending, the Resolution Process may continue, or Equity & Compliance may exercise their discretion to dismiss the Formal Complaint for lack of jurisdiction. If the Formal Complaint is dismissed, RISD may still provide reasonable supportive or remedial measures as deemed necessary to address safety and/or remedy any ongoing effects of the alleged discrimination, discriminatory harassment, and/or retaliation.

If a Respondent separates from RISD, RISD will no longer have jurisdiction over the Respondent from the date of separation. Consequently, a Formal Complaint may be dismissed at the discretion of Equity & Compliance. However, if the Respondent returns to RISD, they will be subject to jurisdiction again, and any unresolved or unadjudicated Formal Complaint may resume. The Formal Complaint may be addressed under the Policy effective at the time of the alleged misconduct and the Procedures for the current academic year in which the Respondent returns, in accordance with federal laws. RISD will maintain records of Formal Complaints for seven (7) years.

16. Appeal of the Hearing Determination

A. Appeal Grounds

Appeals are limited to the following grounds:

1) A procedural irregularity that would change the outcome;

2) New evidence that would change the outcome and that was not reasonably available at the time the determination regarding responsibility or dismissal was made; and/or
3) Equity & Compliance, Investigator(s), or Decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that would change the outcome.

B. Request for Appeal

Any Party may submit a written request for Request for Appeal ("Appeal") to Equity & Compliance within ten (10) business days of the delivery of the Notice of Outcome via this online Appeal Form. Reasonable requests for extensions of any process timeline may be made by contacting Equity & Compliance, via email. In the absence of a timely Appeal, the determination will be final and conclusive.

Upon receipt of an Appeal, Equity & Compliance will designate an Appeal Officer chosen from the Pool, or other trained internal or external individuals, to hear the Appeal. No Appeal Officer will have been previously involved in the Resolution Process for the Formal Complaint, including in any supportive measure or dismissal Appeal that may have been heard earlier in the process.

The Appeal will be forwarded to the Appeal Officer for consideration to determine if the request meets the grounds for Appeal. This is not a review of the merits of the Appeal, but solely a determination as to whether the request could reasonably be construed to meet the grounds and is timely filed.

If the Appeal does not provide information that meets the grounds in this Policy, the request will be denied by the Appeal Officer, who will notify Equity & Compliance. Afterwards, Equity & Compliance will provide a simultaneous written notification to the Parties and their Advisors of the denial and the rationale written by the Appeal Officer.

If any of the grounds in the Appeal meet the grounds in this Policy, then the Appeal Officer will notify Equity & Compliance. Afterwards, all other Parties and their Advisors, and, when appropriate, the Investigator(s) and/or the Decision-maker(s) will be provided a copy of the Appeal with the approved grounds and then be given ten (10) business days to submit a response to the portion of the Appeal that was approved and involves them to the Appeal Officer.

The non-Appealing Party (if any) may also choose to Appeal at this time. If so, that Appeal will be reviewed by the Appeal Officer to determine if it meets the grounds in this Policy and will either be approved or denied. If approved, it will be forwarded to the Party who initially requested an Appeal, and the Investigator(s) and/or original Decision-maker(s), as necessary, who will submit their responses, if any, within ten (10) business days. If denied, the Parties will be notified accordingly, in writing.

No Party may submit any new Appeals after this time period. The Appeal Officer will collect any additional information needed and all documentation regarding the approved Appeal grounds.

C. Appeal Determination Process

In most cases, Appeals are confined to a review of the written documentation or record of the original determination and pertinent documentation regarding the specific Appeal grounds. The Appeals Officer will deliberate as soon as is practicable and discuss the merits of the Appeal.

Appeal decisions are to be deferential to the original determination, making changes to the finding only when there is clear error and to the sanction(s)/responsive action(s) only if there is a compelling justification to do so. All Appeal decisions apply the preponderance of the evidence standard.

An Appeal is not an opportunity for the Appeal Officer to substitute their judgment for that of the original Decision-maker(s) merely because they disagree with the finding and/or sanction(s).

If needed, the appeal officer may consult with Equity & Compliance on questions of procedure or rationale for clarification. Equity & Compliance will maintain documentation of all such consultations.

The Appeal Officer will promptly render a decision within ten (10) business days of receiving all relevant and directly related information and documentation.

D. Appeal Outcome

An Appeal may be granted or denied. Appeals that are granted should normally be remanded (or partially remanded) to the original Investigator(s) and/or Decision-maker(s) with corrective instructions for reconsideration. In rare circumstances where an error cannot be resolved by the original Investigator(s) and/or Decision-maker(s) or Equity & Compliance (as in cases of bias), the Appeal Officer may order a new investigation and/or a new determination with new Pool members serving in the Investigator and Decision-maker(s) roles.

An Appeal Outcome Letter will be sent to all Parties simultaneously, or without significant time delay between notifications. The Appeal Outcome Letter will specify the finding on each ground for Appeal, any specific instructions for remand or reconsideration, any sanction(s) that may result, and the rationale supporting the essential findings to the extent RISD is permitted to share under federal or state law.

Written notification may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the Parties as indicated in official institutional records, or emailed to the Parties' RISD-issued email or otherwise approved account.

Once mailed, emailed, and/or received in person, the Appeal Outcome will be presumptively delivered.

Once an Appeal is decided, the outcome is final and constitutes the Final Determination; further Appeals are not permitted, even if a decision or sanction is changed on remand (except in the case of a new determination). When Appeals result in no change to the finding or sanction, that decision is final. When an Appeal results in a new finding or sanction, that finding can be appealed one final time on the grounds listed above and in accordance with these Procedures.

If a remand results in a new determination that is different from the appealed determination, that new determination can be appealed, once, on the grounds listed above and in accordance with these Procedures.

E. Sanction Status During the Appeal

Any sanctions imposed as a result of the determination are stayed (i.e., not implemented) during the Appeal Process, and supportive measures may be maintained or reinstated until the Appeal Outcome Letter is received.

If any of the sanctions are to be implemented immediately post-determination, but pre-Appeal, then the emergency removal procedures for a "show cause" meeting on the justification for doing so must be permitted within two (2) business days of implementation.

17. Long-Term Remedies/Other Actions

Following the conclusion of the Resolution Process, and in addition to any sanctions implemented or Informal Resolution terms, Equity & Compliance may implement additional long-term remedies or actions with respect to the Parties and/or the RISD community that are intended to stop the Prohibited Conduct, remedy the effects, and prevent recurrence.

These remedies/actions may include, but are not limited to:

- Referral to counseling and/or health services;
- Referral to the Employee Assistance Program;
- Course and registration adjustments;
- Education to the individual and/or the community;
- Permanent alteration of housing assignments;
- Permanent alteration of work arrangements for employees;
- Provision of campus safety escorts;
- Climate surveys;
- Policy modification and/or training;
- Provision of transportation assistance;
- Implementation of long-term contact limitations between the Parties; and/or
- Implementation of adjustments to academic deadlines, course schedules, etc.

At the discretion of Equity & Compliance, certain long-term supportive measures may also be provided to the Parties even if no Policy violation is found.

When no Policy violation is found, Equity & Compliance will address any remedies to ensure no effective denial of access to RISD's educational programs and/or activities.

RISD will maintain the confidentiality of any long-term remedies/actions/measures, provided confidentiality does not impair RISD's ability to provide these services.

18. Failure to Comply with Sanctions and/or Informal Resolution Terms

In accordance with federal laws, RISD must take prompt and effective steps reasonably calculated to end discrimination, discriminatory harassment, and/or retaliation to prevent its recurrence, and remedy its affects.

All Respondents are expected to comply with any assigned sanctions and/or Informal Resolution terms within the timeframe specified by the final Decision-maker(s), including the Appeal Officer or the Informal Resolution Agreement.

Failure to abide by the sanction(s) imposed by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanction(s) as outlined in the Code of Student Conduct and/or the Corrective Action Policy, including, but not limited to, suspension, expulsion, and/or termination from RISD.

Supervisors are required to enforce the completion of all sanctions for their employees. Failure to enforce the completion of sanctions may result in the supervisor(s) being charged with Failure to Comply under this Policy.

A suspension imposed for non-compliance with sanctions will only be lifted when compliance is achieved to Equity & Compliance's satisfaction.

19. Recordkeeping

For a period of at least seven (7) years following the conclusion of the Resolution Process, RISD will maintain records of:

1) Any Formal Complaint filed with Equity & Compliance;
2) Each discrimination, discriminatory harassment, and/or retaliation resolution process, including any Final Determination regarding responsibility or Appeal, and any audio or audiovisual recording or transcript required under federal regulation;
3) Any sanctions imposed on the Respondent;
4) Any supportive measures provided to the Parties and any remedies provided to restore or preserve equal access to RISD's education programs and/or activities;
5) Any Appeal and the result therefrom;
6) Any Informal Resolution and the result therefrom;
7) All materials used to provide training to Equity & Compliance, Title IX Coordinator and designees, Investigators, Decision-maker(s)s, Appeal Officers, Informal Resolution

Facilitator(s), and any person who is responsible for implementing RISD's Resolution Process, or who has the authority to modify or terminate supportive measures. RISD will make these training materials available for review upon request; and

8) All materials used to train all employees consistent with the requirements in the Title IX Regulations.

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

20. Accommodations and Support During the Resolution Process

Disability Accommodations

RISD is committed to providing reasonable accommodations and support to qualified students, employees, or others with disabilities to ensure equal access to RISD's Resolution Process.

Anyone needing such accommodations or support should contact Equity & Compliance, who will work with Disability Support Services and/or Human Resources as appropriate to review the request and, in consultation with the person requesting the accommodation, determine which accommodations are appropriate and necessary for full process participation.

Other Support

Equity & Compliance will also address reasonable requests for support for Parties and Witnesses, including:

- Language services/Interpreters;
- Access and training regarding use of technology; and/or
- Other support deemed reasonable and necessary to facilitate participation in the Resolution Process.

21. Revision of these Procedures

Equity & Compliance will regularly review and update these Procedures. RISD reserves the right to make changes to this document as necessary, and once those changes are posted online, they are in effect.

If governing laws or regulations change, or court decisions alter the requirements in a way that impacts this document, this document will be construed to comply with the most recent governing laws or regulations or court holdings to the greatest extent applicable.

This document does not create legally enforceable protections beyond the protections of the background state and federal laws that frame such policies and codes, generally.

These procedures are effective August 1, 2024; Updated March 2025.

END OF ANNUAL SECURITY REPORT

CLERY ACT ANNUAL FIRE SAFETY REPORT

The RISD Department of Public Safety (DPS) publishes the Annual Fire Safety Report incorporated into the Annual Security and Fire Safety Report for Clery Act compliance. This document contains information about the fire safety practices and standards for Rhode Island School of Design (RISD). This document is available for review 24/7 on the DPS website and a physical copy may be obtained by emailing pubsafe@risd.edu or visiting DPS at 30 Waterman Street/South Hall in Providence, RI.

Fire Safety Systems in On-Campus Residential Facilities

All of the residence halls at RISD are compliant with local, state, and federal codes. All residence halls have fire detection systems that connect directly to the Providence Fire Department. When a system alarm is triggered the fire department will respond. On-campus student housing is equipped with fire detection systems, smoke detectors, fire extinguishers and pull boxes. Each facility is equipped with fire sprinklers. Any student who tampers with fire safety equipment or causes a false alarm, or a fire, either willfully or by negligence, faces a fine of at least $250.00 and further action that could result in dismissal from RISD. The Providence Fire Department is empowered to file criminal charges when warranted. Report any damage to or malfunction of equipment to the Department of Public Safety immediately.

RISD conducts mandatory fire drills in the fall, spring and summer. The drills and evacuations are supervised by the Environmental Health and Safety Manager. Evacuation routes are posted in each living area.

Fire Safety Systems and Fire Drills 2025

Building Name	Address	Occupancy	Stories	Sprinkler system	Fire Alarm system	Fire Extin-guishers	Evacuation plan placards	Smoke Detectors	Fire Drills
15 West	15 Westminster Street	Residential	12	yes	yes	yes	yes	yes	3
Barstow House	62 Waterman Street	Residential	3	yes	yes	yes	yes	yes	2
Carpenter House	1 Congdon Street	Residential	3	yes	yes	yes	yes	yes	2
Colonial Apartments	175-185 Benefit Street	Residential	3	yes	yes	yes	yes	yes	2
Congdon House	2 Congdon Street	Residential	3	yes	yes	yes	yes	yes	2
Dexter House	187 Benefit Street	Residential	2	yes	yes	yes	yes	yes	2
Dunnell House	16 Angell Street	Residential	3	yes	yes	yes	yes	yes	2
Dwight House	191-197 Benefit Street	Residential	3	yes	yes	yes	yes	yes	2
East Hall	48 Waterman Street	Residential	3	yes	yes	yes	yes	yes	3
Homer Hall	55 Angell Street	Residential	6	yes	yes	yes	yes	yes	3
Larned House	71 Angell Street	Residential	3	yes	yes	yes	yes	yes	2
Nickerson Hall	55 Angell Street	Residential	5	yes	yes	yes	yes	yes	3
Nightingale House	59 Prospect Street	Residential	3	yes	yes	yes	yes	yes	2
North Hall	60 Waterman Street	Residential	4	yes	yes	yes	yes	yes	3
Pardon Miller House	48 Angell Street	Residential	3	yes	yes	yes	yes	yes	2
South Hall	30 Waterman Street	Residential	4	yes	yes	yes	yes	yes	3

Fire Drills and Student Residential Housing Evacuation Procedures

In accordance with state law, RISD conducts fire drills on a periodic basis. When the alarm sounds, everyone must evacuate the building as quickly as possible. During an alarm, students should cooperate with any requests from RISD or the Providence Fire Department or other public safety or police officials. Failure to evacuate a building during an active alarm could result in disciplinary action pursuant to the Code of Conduct (in which the standard is preponderance of the evidence) that could include fines and/or dismissal. It is very important that you familiarize yourself with evacuation procedures and multiple escape routes prior to any emergency. In case of a fire, seconds saved may mean the difference between life and death. Exit instructions or placards are posted on the back of each room door.

RISD Fire Safety Policies and Rules

RISD's fire safety regulations are intended to prevent injuries to members of the RISD community and physical damage to property. Rooms are inspected periodically, at random times, to assure compliance. RISD reserves the right to take disciplinary action pursuant to the Code of Conduct (in which the standard is preponderance of the evidence) against students who violate safety rules in student housing.

Smoking

Smoking is expressly prohibited in RISD-owned and -operated buildings and vehicles, including but not limited to residence facilities, suites and apartments, working spaces and offices, auditoriums, classrooms, conference and meeting rooms, elevators, hallways and stairwells, cafeterias, lounges and restrooms. This non-smoking policy applies to students, faculty, staff, contractors and visitors. Evidence of indoor smoking, including ashes, cigarettes, cigars, pipes, or other smoking equipment or products, will result in disciplinary action pursuant to the Code of Conduct (in which the standard is preponderance of the evidence). The Rhode Island Public Health and Workplace Safety Act prohibits smoking in all enclosed public places within the state, including post-secondary education facilities (R.I.G.L 23-20.10).

Fire Safety Policies

1. Fire ignition sources (halogen lamps, hot glue guns, hair dryers, etc.) should be kept away from any combustible material. Additionally, the room's heating unit or radiator must be kept clear of combustible material.
2. No more than 30% of your wall's surface area should be covered (e.g., posters, wall hangings, decorations, etc.). All such decorations must be affixed flat against the walls so that flames cannot reach both sides.
3. Nothing should be placed on, covering or impeding the efficacy of sprinkler heads, smoke detectors or lighting fixtures. Nothing should ever be hung from a sprinkler pipe.
4. No cloth, paper or other flammable material (including lamp shades) can be hung from the ceiling. Small "window treatments" are permitted, but curtains may only be used if they are verifiably fire retardant.
5. Candles, oil lamps, incense, fireworks and explosives, melting paraffin or wax, blow torches or any other sources of open flame are not allowed in residence halls. Candles with burnt wicks will be confiscated.
6. Student rooms should be kept reasonably free of clutter. We do not allow flammable items such as twigs, newspaper, cardboard, etc. to accumulate. Student-supplied furniture must be in good condition. Upholstered pieces are limited to one additional seat per resident.
7. Corrosive or flammable solvents and other such materials should not be used in student rooms (see Chemical Handling for additional information).
8. Spray paint/spray fixative or any other material that may give off harmful fumes or particles should only be used in spray booths on campus, or outside away from windows and doors, and in areas that do not interfere with the free flow of foot traffic.

Electrical Appliances Safety Policies

1. Cooking is permitted only in designated kitchen areas. When cooking, never leave food unattended. Avoid broiling and beware of smoke and vapors caused while frying as either may trigger the living unit's smoke detectors.
2. Cooking appliances are not allowed in student sleeping rooms with the exception of one coffee maker or one small, enclosed water heater per room (if the appliance is U.L.-listed). Microwaves are allowed in kitchen areas. Microwaves in the Hill Houses or the Quad are only allowed as part of the combination refrigerator/microwave units available for rent through the school.
3. Any electrical appliances or extension cords used in a residence hall must be Underwriter Laboratories (U.L.)-listed and in good working order.

4. Neon lights, halogen lamps and sun lamps are not allowed under any circumstance.
5. Residents may not add heating, air-conditioning or refrigerators to their living area. In the event that special equipment is required for medical reasons, that equipment must be approved in advance by the medical accommodations committee and installed by Facilities, potentially at the student's expense.
6. Any appliance or combination of appliances that overloads circuits is not allowed. Multi-outlet plugs and overloaded extension cords should not be used. No extension cords should ever be run under a rug or over a door or window. You may not plug one extension cord into another extension cord. We require the use of extension cords with built-in circuit breakers (power strips).
7. Tampering with or altering circuit breakers, smoke detectors or any part of the electrical system in a residence hall is strictly forbidden and will automatically incur the minimum life safety fine of $250.

Solvents and Chemical Handling Policies

1. Corrosive or flammable materials should be used only in designated work areas or studios.
2. Gamsol is the only solvent approved for use in the residence halls. Disposal of corrosive, flammable or other chemicals (in containers or on cloth, brushes, etc.) must follow the guidelines posted in each work area and incorporated herein by reference.
3. Leftover or used combustible or flammable liquid waste should be poured into the liquid waste containers in each work area or studio. Under no circumstances should any of these substances be poured down drains or mixed in with regular trash. Should you have any questions about proper disposal methods, contact the Office of Environmental Health & Safety at 401-454-6780.

Additional Safety Policies

1. Residence hall lounges and hallways may not be used as work areas. Designated workrooms should be used for such purposes.
2. Communal Spaces: Nothing may be stored in the hallways, stairwells or entrances of any of the buildings. At no time should posters, paper or other flammable materials be hung from the ceilings of the hallways or workrooms. Projects or other student work left in a hallway or stairway will be removed and discarded.
3. Art Installation: If you wish to create an installation in a public area, you must obtain prior permission by completing an Installation Site Request.
4. Bicycles should be stored in designated areas or your room, not public areas of the residence halls. Never lock your bike to stair railings or anywhere that blocks a means of egress during emergencies. All bicycles should be registered with the Department of Public Safety.
5. Roof and Fire Escapes: No one should be on any roof or fire escape of any building, at any time, except in an emergency.
6. Lithium-ion powered vehicles such as bicycles and scooters may not be stored, used or charged in RISD buildings.

Health and Safety Inspections

Responsibility for enforcing safety regulations and health standards is shared by the Department of Public Safety, Facilities, Environmental Health & Safety and Residence Life.

Regular, periodic inspections of student rooms take place during the course of the school year. Inspection may or may not be announced in advance. Rooms and other areas dedicated for residential use must be maintained to a minimum level of cleanliness to protect everyone's health. Note that residents of the Benefit Street apartments and 15 West maintain each living unit's common space, including kitchen areas and bathrooms. Conditions that present a nuisance or jeopardize the general health or wellbeing of residents will not be allowed to persist. Students who repeatedly fail to maintain their space will be required to contact cleaning services through the college, at the student's expense. If more than one student is responsible for an area, cleaning costs will be shared by all residents of the area.

Fire Safety Education and Training Programs

Fire/Life Safety Website - RISD Fire Safety personnel provide fire and safety information to the RISD Community, including students and employees (Fire/Life Safety - RISD Info).

New Student Orientation - Additionally, all students are trained on fire safety during New Student Orientation. New Student Orientation fire safety aims to provide students with the tools necessary to remain safe in the event of the fire. All students are instructed that they are required to leave the building in the event of the fire alarm sounding (regardless of if it is a drill or actual event) and failure to evacuate the building may result in conduct proceedings. As elevators will be out of service, students who are unable to use the stairs should notify their Resident Advisors (RAs) who can assist in coming up with an action plan. When exiting the building, students should be wearing shoes, have their ID and room key. Once students exit the building, they are taught to go to their residence hall's designated safe area (noted on the back of their dorm room doors) until the building is cleared for students to reenter.

Resident Advisors and Advocate for Inclusion in Residence Training - All RAs and Advocate for Inclusion in Residence (AIR) receive additional in-person fire safety training. Each Spring, RAs and AIRs are trained in-person on fire safety and proper use of fire extinguishers. Online materials are provided to Residential Life staff for distribution to RAs and AIRs.

Fire Safety Tabling - Community coordinators, in collaboration with the Office of Conduct and Community Standards, host fire safety tabling events for residents living in apartment and suite style housing on safe cooking practices to avoid triggering fire alarms.

Fire Reporting

All fires should be reported immediately to the Department of Public Safety at 401-454-6666 or by dialing 911. Secondarily, fires occurring in a residence hall also should be reported to the Community Coordinator or the Office of Residence Life at 401-454-6650 when the reporting party is safe. The Director of Public Safety (401-454-6666) and the AVP of Facilities (401-454-6121) should be alerted when a fire occurs.

Plans for Future Improvements in Fire Safety

We strive to constantly improve and expand on our in-service training sessions for all Residential Life & First Year Programs student staff, DPS staff, other housing staff, and all RISD employees. This training includes basic fire safety topics and hands-on fire extinguisher training courses. RISD continues to assess and upgrade fire safety equipment as an ongoing process to ensure that all equipment meets or exceeds National Fire Safety standards and local code. Future improvements will be made as needed as part of the ongoing assessment, budget and strategic planning process.

Clery Act Fire Statistics: On Campus Residential Facilities 2023

Building Name	Address	Date of Fire	Cause	Injuries Requiring Treatment	Fire Related Death	Damage
15 West	15 Westminster Street	N/A	N/A	N/A	N/A	N/A
Barstow House	62 Waterman Street	N/A	N/A	N/A	N/A	N/A
Carpenter House	1 Congdon Street	N/A	N/A	N/A	N/A	N/A
Colonial Apartments	175-185 Benefit Street	N/A	N/A	N/A	N/A	N/A
Congdon House	2 Congdon Street	N/A	N/A	N/A	N/A	N/A
Dexter House	187 Benefit Street	N/A	N/A	N/A	N/A	N/A
Dunnell House	16 Angell Street	N/A	N/A	N/A	N/A	N/A
Dwight House	191-197 Benefit Street	N/A	N/A	N/A	N/A	N/A
East Hall	48 Waterman Street	N/A	N/A	N/A	N/A	N/A
Homer Hall	55 Angell Street	N/A	N/A	N/A	N/A	N/A
Larned House	71 Angell Street	N/A	N/A	N/A	N/A	N/A
Nickerson Hall	55 Angell Street	N/A	N/A	N/A	N/A	N/A
Nightingale House	59 Prospect Street	N/A	N/A	N/A	N/A	N/A
North Hall	60 Waterman Street	N/A	N/A	N/A	N/A	N/A
Pardon Miller House	48 Angell Street	N/A	N/A	N/A	N/A	N/A
South Hall	30 Waterman Street	N/A	N/A	N/A	N/A	N/A
The Aloft Hotel*	191 Dorrance Street	N/A	N/A	N/A	N/A	N/A

* The Aloft Hotel is a commercial hotel used as temporary housing for COVID positive students.

Clery Act Fire Statistics: On Campus Residential Facilities 2024

Building Name	Address	Date of Fire	Cause	Injuries Requiring Treatment	Fire Related Death	Damage
15 West	15 Westminster Street	5/20/2024 10/1/2024	Fabric Material Microwave	0 0	0 0	Less than $500 Less than $500
Barstow House	62 Waterman Street	9/8/2024	Paper Material, Intentional	0	0	Less than $500
Carpenter House	1 Congdon Street	N/A	N/A	N/A	N/A	N/A
Colonial Apartments	175-185 Benefit Street	N/A	N/A	N/A	N/A	N/A
Congdon House	2 Congdon Street	N/A	N/A	N/A	N/A	N/A
Dexter House	187 Benefit Street	N/A	N/A	N/A	N/A	N/A
Dunnell House	16 Angell Street	N/A	N/A	N/A	N/A	N/A
Dwight House	191-197 Benefit Street	N/A	N/A	N/A	N/A	N/A
East Hall	48 Waterman Street	N/A	N/A	N/A	N/A	N/A
Homer Hall	55 Angell Street	10/27/2024	Fabric Material	0	0	Less than $500
Larned House	71 Angell Street	N/A	N/A	N/A	N/A	N/A
Nickerson Hall	55 Angell Street	N/A	N/A	N/A	N/A	N/A
Nightingale House	59 Prospect Street	N/A	N/A	N/A	N/A	N/A
North Hall	60 Waterman Street	N/A	N/A	N/A	N/A	N/A
Pardon Miller House	48 Angell Street	N/A	N/A	N/A	N/A	N/A
South Hall	30 Waterman Street	N/A	N/A	N/A	N/A	N/A

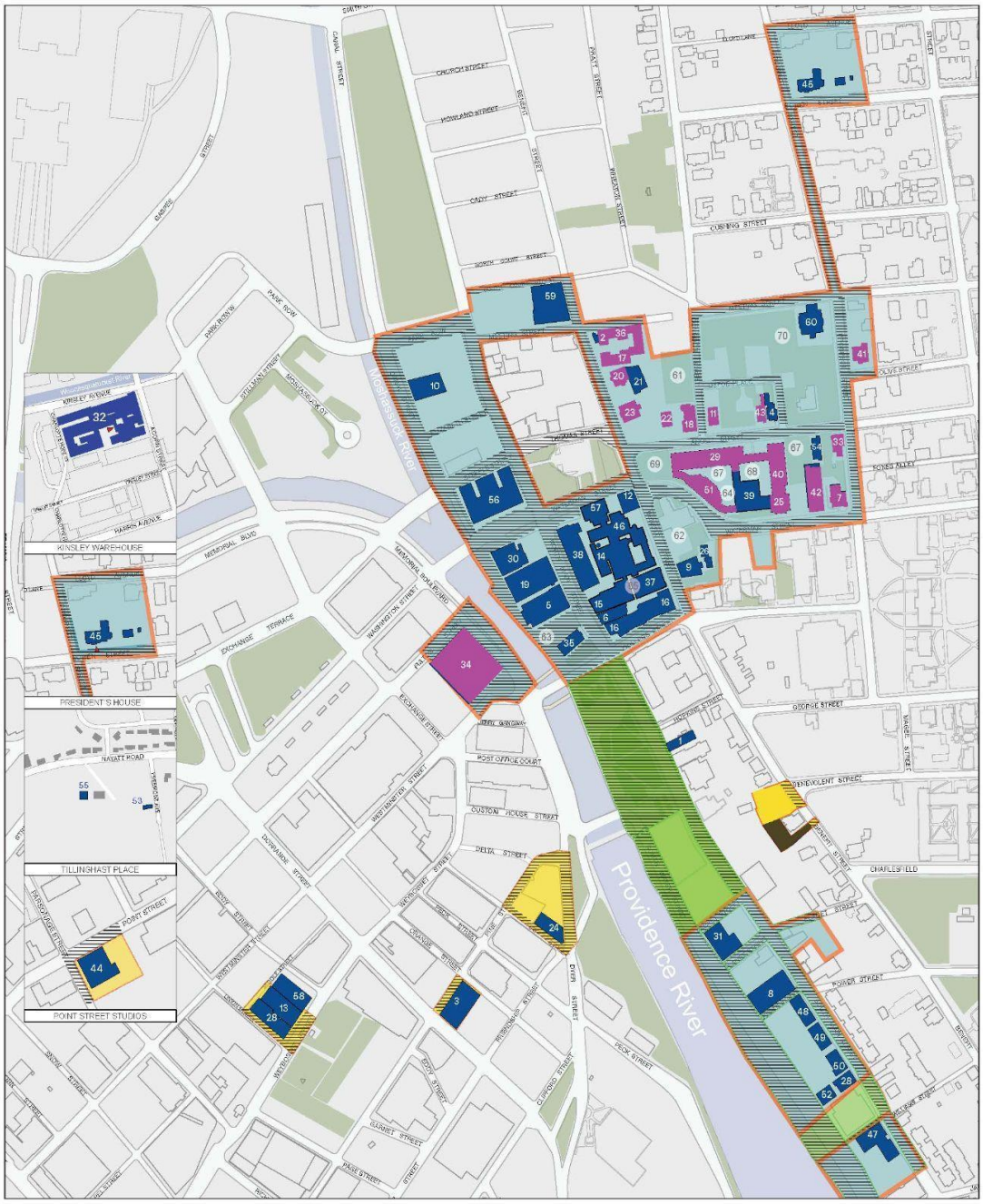
Clery Act Fire Statistics: On Campus Residential Facilities 2025

Building Name	Address	Date of Fire	Cause	Injuries Requiring Treatment	Fire Related Death	Damage
15 West	15 Westminster Street	N/A	N/A	N/A	N/A	N/A
Barstow House	62 Waterman Street	N/A	N/A	N/A	N/A	N/A
Carpenter House	1 Congdon Street	N/A	N/A	N/A	N/A	N/A
Colonial Apartments	175-185 Benefit Street	N/A	N/A	N/A	N/A	N/A
Congdon House	2 Congdon Street	N/A	N/A	N/A	N/A	N/A
Dexter House	187 Benefit Street	N/A	N/A	N/A	N/A	N/A
Dunnell House	16 Angell Street	N/A	N/A	N/A	N/A	N/A
Dwight House	191-197 Benefit Street	10/8/2025	Paper material, unintentional	0	0	$50,000
East Hall	48 Waterman Street	N/A	N/A	N/A	N/A	N/A
Homer Hall	55 Angell Street	N/A	N/A	N/A	N/A	N/A
Larned House	71 Angell Street	N/A	N/A	N/A	N/A	N/A
Nickerson Hall	55 Angell Street	10/3/25	cooking	0	0	$50-$100
Nightingale House	59 Prospect Street	N/A	N/A	N/A	N/A	N/A
North Hall	60 Waterman Street	N/A	N/A	N/A	N/A	N/A
Pardon Miller House	48 Angell Street	N/A	N/A	N/A	N/A	N/A
South Hall	30 Waterman Street	N/A	N/A	N/A	N/A	N/A

Appendices:

2023 Clery Geography RISD Campus Map A1
2024 Clery Geography RISD Campus Map A2
2025 Clery Geography RISD Campus Map A3

CLERY REPORTABLE AREAS | 2023



MAP LEGEND

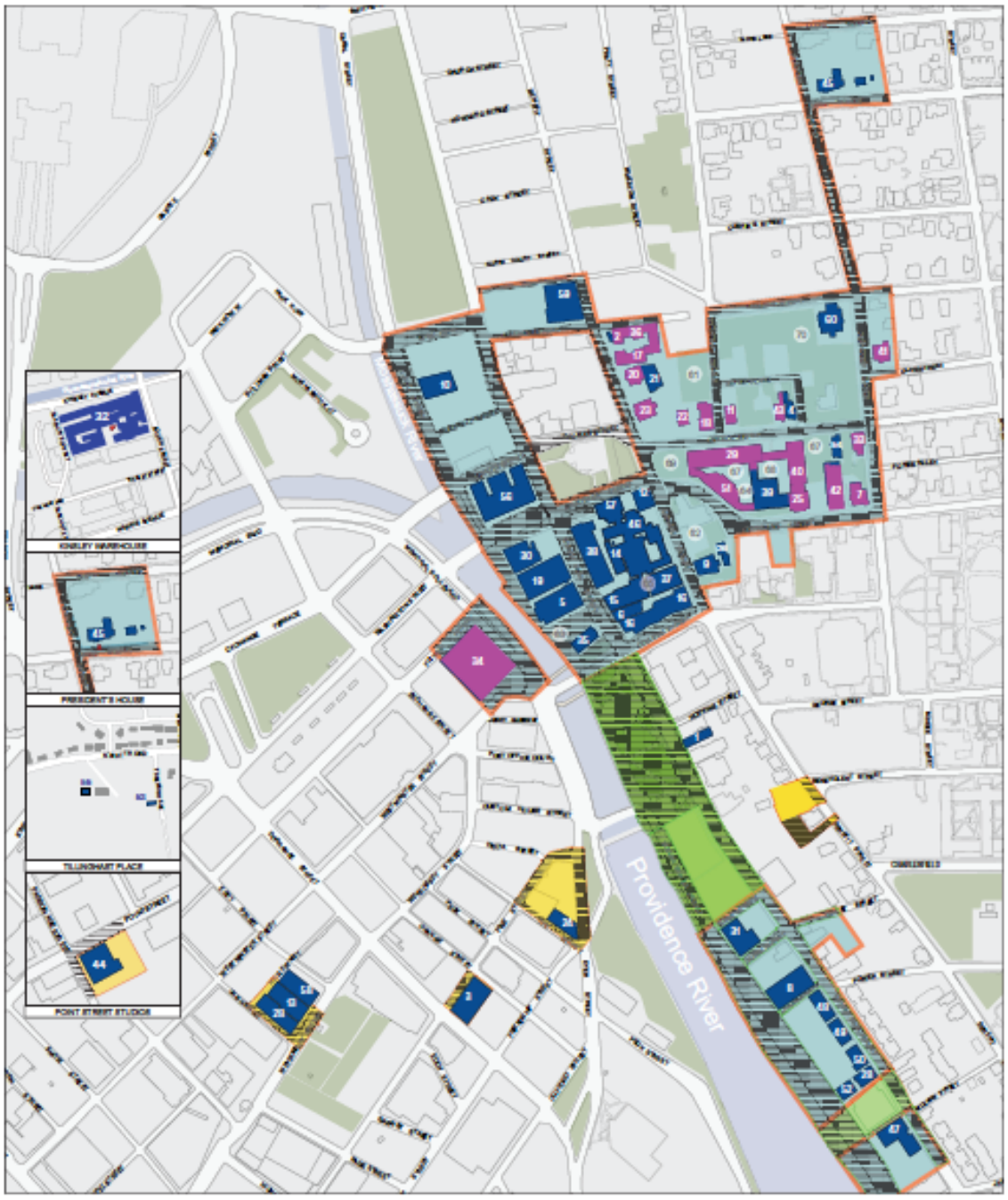
- CAMPUS BOUNDARY
- COLLEGE BUILDINGS
- RESIDENCE HALLS
- OFF-CAMPUS
- NON-CAMPUS
- PUBLIC PROPERTY AND STREETS
- RIGHT OF WAY

1 68-72 SOUTH MAIN STREET
2 173 BENEFIT STREET
3 ALDRICH BUILDING
4 ANGELL STREET STUDIOS
5 AUDITORIUM BUILDING
6 BANK BUILDING
7 BARSTOW HOUSE
8 BAYARD EWING BUILDING (BEB)
9 BENSON HALL
10 CANAL STREET STUDIOS
11 CARPENTER HOUSE
12 CARR HOUSE
13 CENTER FOR INTEGRATIVE TECHNOLOGIES (CIT)
14 CENTRAL POWER PLANT (CPP)
15 CHACE CENTER
16 COLLEGE BUILDING
17 COLONIAL APARTMENTS
18 CONGDON HOUSE
19 DESIGN CENTER
20 DEXTER HOUSE
21 DEXTER HOUSE STUDIO
22 DUNNELL HOUSE
23 DWIGHT HOUSE
24 DYER STREET BUILDING - 123
25 EAST HALL
26 EWING MULTICULTURAL CENTER
27 FIREHOUSE
28 FLETCHER BUILDING
29 HOMER HALL
30 ILLUSTRATION STUDIES BLDG (ISB)
31 INDUSTRIAL DESIGN BUILDING
32 KINSLEY WAREHOUSE
33 LARNED HOUSE
34 MANDLE CENTER (15 WEST)
35 MARKET HOUSE
36 MEETING STREET STUDIOS
37 MEMORIAL HALL
38 METCALF BUILDING
39 METCALF REFECTORY
40 NICKERSON HALL
41 NIGHTINGALE HOUSE
42 NORTH HALL
43 PARDON MILLER HOUSE
44 POINT STREET STUDIOS
45 PRESIDENT'S HOUSE
46 RISD MUSEUM (Farago Wing entrance)
47 SOMAIN BARN BUILDING
48 SOMAIN BUILDING 1
49 SOMAIN BUILDING 2
50 SOMAIN BUILDING 3
51 SOUTH HALL
52 TANNER BUILDING
53 THE HOUSE AT TILLINGHAST PLACE
54 THOMPSON HOUSE
55 TILLINGHAST PLACE
56 WASHINGTON PLACE
57 WATERMAN STREET BUILDING
58 WEYBOSSET STREET STUDIOS
59 WHAT CHEER GARAGE + STUDIOS
60 WOODS-GERRY HOUSE

OUTDOOR SPACES

61 FARNUM PARK
62 FRAZIER TERRACE
63 MARKET SQUARE
64 METCALF REFECTORY PATIO
65 MOORE TERRACE
66 NICKERSON GREEN
67 QUAD LOWER TERRACE
68 QUAD UPPER TERRACE
69 RISD BEACH
70 WOODS-GERRY GARDENS

CLERY REPORTABLE AREAS | 2024



MAP LEGEND

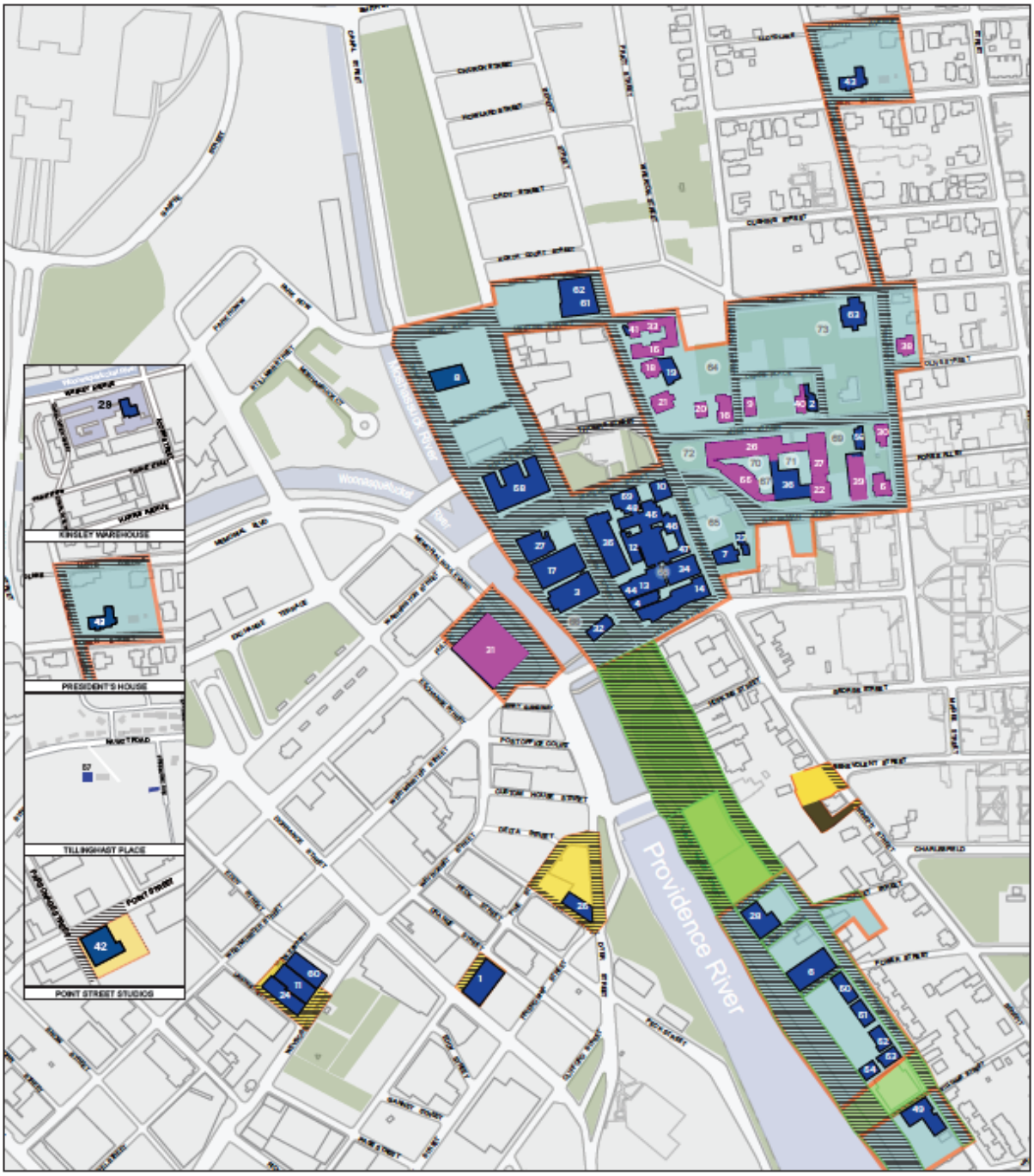
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6 BANK BUILDING
7 BARSTOW HOUSE
8 BAYARD EWING BUILDING (1913)
9 BENSON HALL
10 CANAL STREET STUDIOS
11 CARPENTER HOUSE
12 CARR HOUSE
13 CENTER FOR INTEGRATIVE TECHNOLOGIES (CIT)
14 CENTRAL POWER PLANT (CPP)
15 CHACE CENTER
16 COLLEGE BUILDING
17 COLONIAL APARTMENTS
18 CONGDON HOUSE
19 DESIGN CENTER
20 DEXTER HOUSE
21 DEXTER HOUSE STUDIO
22 DUNNELL HOUSE
23 DWIGHT HOUSE
24 DYER STREET BUILDING - 1913
25 EAST HALL
26 EWING MULTICULTURAL CENTER
27 FIREHOUSE
28 FLETCHER BUILDING
29 HOMER HALL
30 ILLUSTRATION STUDIES BLDG (1913)
31 INDUSTRIAL DESIGN BUILDING
32 KINSLEY WAREHOUSE
33 LARNED HOUSE
34 MANDLE CENTER (15 WEST)
35 MARKET HOUSE
36 MEETING STREET STUDIOS
37 MEMORIAL HALL
38 METCALF BUILDING
39 METCALF REFECTORY
40 NICKERSON HALL
41 NIGHTINGALE HOUSE
42 NORTH HALL
43 PARDON MILLER HOUSE
44 POINT STREET STUDIOS
45 PRESIDENT'S HOUSE
46 RISD MUSEUM (Farnum Wing entrance)
47 SOMAIN BARN BUILDING
48 SOMAIN BUILDING 1
49 SOMAIN BUILDING 2
50 SOMAIN BUILDING 3
51 SOUTH HALL
52 TANNER BUILDING
53 THE HOUSE AT TILLINGHAST PLACE
54 THOMPSON HOUSE
55 TILLINGHAST PLACE
56 WASHINGTON PLACE
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59 WHAT CHEER GARAGE + STUDIOS
60 WOODS-GERRY HOUSE

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64 METCALF REFECTORY PATIO
65 MOORE TERRACE
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68 QUAD UPPER TERRACE
69 RISD BEACH
70 WOODS-GERRY GARDENS

CLERY REPORTABLE AREAS | 2025



MAP LEGEND

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3 AUDITORIUM BUILDING
4 BANK BUILDING
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7 BENSON HALL
8 CANAL STREET STUDIOS
9 CARPENTER HOUSE
10 CARR HOUSE
11 CENTER FOR INTEGRATIVE TECHNOLOGIES (CIT)
12 CENTRAL POWER PLANT (CPP)
13 CHACE CENTER
14 COLLEGE BUILDING
15 COLONIAL APARTMENTS
16 CONGDON HOUSE
17 DESIGN CENTER
18 DEXTER HOUSE
19 DEXTER STUDIO (197 BENEFIT ST)
20 DUNNELL HOUSE
21 DWIGHT HOUSE
22 EAST HALL
23 EWING MULTICULTRAL CENTER
24 FLETCHER BUILDING
25 HAY BUILDING (123 DYER ST)
26 HOMER HALL
27 ILLUSTRATION STUDIES BLDG (ISB)
28 INDUSTRIAL DESIGN BUILDING
29 KINSLEY WAREHOUSE
30 LARNED HOUSE
31 MANDLE BUILDING
32 MARKET HOUSE
33 MEETING STREET STUDIOS
34 MEMORIAL HALL
35 METCALF BUILDING
36 METCALF REFECTORY
37 NICKERSON HALL
38 NIGHTINGALE HOUSE
39 NORTH HALL
40 PARDON MILLER HOUSE
41 PLANNING, DESIGN & CONSTRUCTION (PDC)
42 POINT STREET STUDIOS
43 PRESIDENT'S HOUSE
44 RISD MUSEUM | CHACE CENTER
45 RISD MUSEUM | FARAGO WING
46 RISD MUSEUM | PENDLETON HOUSE
47 RISD MUSEUM | RADEKE BLDG
48 RISD MUSEUM | WATERMAN GALLERIES
49 SOMAIN BARN BUILDING
50 SOMAIN BUILDING 1
51 SOMAIN BUILDING 2
52 SOMAIN BUILDING 3
53 SOMAIN FIREHOUSE
54 SOMAIN TANNER BUILDING
55 SOUTH HALL
56 THOMPSON HOUSE
57 TILLINGHAST PLACE
58 WASHINGTON PLACE
59 WATERMAN STREET BUILDING
60 WEYBOSSET STREET STUDIOS
61 WHAT CHEER GARAGE
62 WHAT CHEER STUDIOS|
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69 NICKERSON GREEN
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71 QUAD UPPER TERRACE
72 RISD BEACH
73 WOODS-GERRY GARDENS