



“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 of the Educational Amendments of 1972 to the 1964 Civil Rights Act

MCPHS and the community offer a wide range of support and assistance services and programs to meet the diverse needs of those seeking help or information.

## OFF-CAMPUS RESOURCES

### MEDICAL & BEHAVIORAL HEALTH OPTIONS

#### BOSTON

**Beth Israel Deaconess Medical Center (BIDMC)** 617.667.7000

**Fenway Community Health Center's Violence Recovery Program**  
617.927.6250

#### WORCESTER

**St. Vincent Hospital** 508.363.5000

**UMass Memorial Medical Center** 508.334.1000

#### MANCHESTER, NH

**Elliot Hospital** 603.669.5300

**Sexual Assault Support Services (SASS in Portsmouth, NH)**  
888.747.7070

### GENERAL STUDENT RESOURCES, REFERRALS & SUPPORT

**National Domestic Violence Hotline** 800.799.7233

**Rape, Abuse, Incest National Network (RAINN)**  
1.800.656.HOPE (4673)

## ADDITIONAL RESOURCES

### VICTIM SERVICES

#### BOSTON

**Boston Area Rape Crisis Center Hotline** 800.841.8371

**Boston Police Department Sexual Assault Division**  
617.343.4400 or 911

**Center for Violence Prevention and Recovery** 617.667.8141

#### WORCESTER

**Pathways for Change/Worcester Rape Crisis Center Hotline**  
800.870.5905 | [www.rapecrisiscenter.org](http://www.rapecrisiscenter.org)

**Worcester County District Attorney's Office** 508.755.8601  
**Daybreak** 508.755.9030

#### MANCHESTER

**Bridges Hotline** 603.883.3044 | [www.bridgesnh.org](http://www.bridgesnh.org)

**Crisis Center of Central New Hampshire** 866.841.6229

**NH Coalition against Domestic and Sexual Violence**  
800.277.557 | [www.nhcadsv.org](http://www.nhcadsv.org)



# TITLE IX

## POLICIES, REPORTING, AND RESOURCES

# Title IX

## TITLE IX COORDINATOR

**Dawn M. Ballou**

179 Longwood Ave., Boston, MA 02115  
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[Dawn.Ballou@mcphs.edu](mailto:Dawn.Ballou@mcphs.edu)

**Kevin Dolan**, Chief Human Resource Officer  
617.732.2144 | [Kevin.Dolan@mcphs.edu](mailto:Kevin.Dolan@mcphs.edu)

**Jacinda Felix Haro**

Dean of Students and Senior Student Affairs Officer  
617.732.2929 | [Jacinda.FelixHaro@mcphs.edu](mailto:Jacinda.FelixHaro@mcphs.edu)

## TITLE IX TEAM

For a complete list of Title IX Team members go to:  
[www.mcphs.edu/TitleIX](http://www.mcphs.edu/TitleIX) and click on the tab –  
*Title IX Team*

## PUBLIC SAFETY

**Keith Kasprzak**, Captain  
Worcester Public Safety  
508.373.5788 | [Keith.Kasprzak@mcphs.edu](mailto:Keith.Kasprzak@mcphs.edu)

**Kevin Nolan**, Chief of Public Safety  
617.732.2900 | [Kevin.Nolan@mcphs.edu](mailto:Kevin.Nolan@mcphs.edu)

**William Teuber**, Lieutenant  
Manchester Public Safety  
603.314.1791 | [William.Teuber@mcphs.edu](mailto:William.Teuber@mcphs.edu)

# It's all about respect!

Massachusetts College of Pharmacy and Health Sciences (MCPHS) is committed to providing a safe and positive living, learning, and working environment. The University has a responsibility to ensure that all students, staff, faculty, and visitors can enjoy the benefits and opportunities the University has to offer in an environment free from discrimination on the basis of sex, including sexual assault and sexual harassment.

## POLICIES AND PROCEDURES

Title IX of the Education Amendments of 1972 prohibits sex discrimination (including sexual orientation, gender identity, and pregnancy) in education programs or activities receiving federal financial assistance – Sex discrimination is defined as prohibited conduct “on the basis of sex” that satisfies one of the following:

- Quid pro quo – conditioning aid, benefit, or service on an individual’s participation in unwelcome sexual conduct;
- Hostile Environment – unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to an education program or activity; or
- Sexual Assault (as defined by Clery Act), or Domestic Violence, Dating Violence, and Stalking (as defined by VAWA).
- Against a person in the United States.

Education program or activity includes locations, events or circumstances over which the school exercises substantial control over both the respondent (the person alleged to be the perpetrator of prohibited conduct) and the context in which the sexual harassment occurs.

## THE GRIEVANCE PROCESS

Information on the Title IX Grievance Process is located at:  
[www.mcphs.edu/TitleIX](http://www.mcphs.edu/TitleIX)

# Reporting options

In an emergency, call 911 and then contact the University Office of Public Safety. Public Safety will notify the Title IX Coordinator.

In a non-emergency situation, contact the University Office of Public Safety, which can provide assistance, if you request it, in notifying the appropriate law enforcement agency, e.g., police, District Attorney, etc. Public Safety will notify the Title IX Coordinator.

Anyone who has witnessed, knows about, or has experienced sexual misconduct, sexual harassment, or other sex discrimination is encouraged to seek help and report concerns—the sooner, the better. There are a number of ways to report concerns and to get needed information, assistance, and resources. Some of the resources are listed below.

Retaliation of any kind against individuals who report concerns or who participate in an investigation process is prohibited.

## CONFIDENTIAL REPORTING OPTIONS

### MCPHS Counseling Services

**BOSTON** 617.732.2837  
**WORCESTER** 508.373.5718  
**MANCHESTER** 603.314.1781

### Health Services

**BOSTON** 617.879.5220 (578 Huntington Ave.)  
**WORCESTER** 508.363.5000 (St. Vincent Hospital)  
**MANCHESTER** 603.669.5300 (Elliot Hospital)

## COMPLAINTS AND REPORTS

### Police

**911 – EMERGENCY – ALL CAMPUSES**

### Title IX Coordinator – All Campuses

**DAWN M. BALLOU, JD**  
office 617.732.2077 cell 857.337.4117  
[dawn.ballou@mcphs.edu](mailto:dawn.ballou@mcphs.edu)

### MCPHS Public Safety

**BOSTON** (non-emergency) 617.732.2900  
**WORCESTER** (non-emergency) 508.373.5800  
**MANCHESTER** (non-emergency) 603.314.1771  
[www.mcphs.edu/about-mcphs/emergency-information](http://www.mcphs.edu/about-mcphs/emergency-information)

## ON-CAMPUS RESOURCES

### Office of Student Affairs

**BOSTON** 617.732.2929  
**WORCESTER** 508.373.5646  
**MANCHESTER** 603.314.1783