

TITLE IX POLICY AND GRIEVANCE PROCEDURES

Adopted: July 30, 2024
Effective: August 1, 2024

I. Policy Statement

Bay Path University¹ does not discriminate on the basis of sex and prohibits sex discrimination in its education programs and activities, including in admissions and employment, as required by Title IX, its regulations, and other federal and state laws. Bay Path University is committed to maintaining a safe and respectful learning, living, and working environment for all members of the Bay Path University community free from sex discrimination, including sex-based harassment, as defined in this Title IX Policy (the “Policy”). Bay Path University will respond to reports of sex discrimination and will take prompt action to eliminate such conduct, prevent its recurrence, and remedy any adverse effects in Bay Path University’s education programs and activities, including, as appropriate, by way of the Grievance Procedures outlined below.

Violations of this Policy may be subject to disciplinary sanctions, up to and including termination of any relationship with Bay Path University, withdrawal of any privilege to enter upon Bay Path University property, and/or limitation of any participation in Bay Path University-sanctioned or supported activities and events.

To report information about conduct that may constitute sex discrimination or to make a complaint of sex discrimination, please refer to the information provided here, as well as to [Sexual Misconduct Reporting Form](#). Inquiries about this Policy and Grievance Procedures or Title IX may be referred to Bay Path University’s Title IX Coordinator at: Dr. Peter Testori, 588 Longmeadow Street, Longmeadow, MA 01106, ptestori@baypath.edu, 413-565-1058.

In addition, inquiries about Title IX and other applicable federal and state laws and regulations prohibiting sex discrimination may be made to:

- The United States Department of Education Office for Civil Rights (OCR)
 - 5 Post Office Square, 8th Floor, Boston
 - OCR.Boston@ed.gov
 - (617) 289-0111
- The United States Equal Employment Opportunity Commission (EEOC)
 - John F. Kennedy Federal Building, 15 New Sudbury Street, Room 475, Boston
 - (800) 669-4000
- The Massachusetts Commission Against Discrimination (MCAD)
 - 18 Chestnut Street, Room 520, Worcester
 - (508) 453-9630

¹ Effective July 1, 2024, Cambridge College has been acquired by Bay Path University. Consequently, this policy is equally applicable to both Bay Path University and Cambridge College (including CC Puerto Rico).

II. Scope

This Policy applies to any member(s) of the Bay Path University² community—students, faculty, staff, and administrators—and includes alumni and third parties who are participating in or attempting to participate in Bay Path University’s education programs or activities.

Prohibited Conduct, as defined below, may violate this Policy when it occurs:

- On campus;
- On other property owned or controlled by Bay Path University;
- In the context of Bay Path University’s education programs or activities, including but not limited to employment, classes, Bay Path University-sponsored study abroad programs, research, and online; or
- Outside these contexts, if the conduct allegedly creates a hostile environment pursuant to this Policy on campus or on other property owned or controlled by Bay Path University.
- That occurs on or off campus, including during periods between semesters or breaks in enrollment
- If the University becomes aware that a student has been arrested and/or charged with a crime or has engaged in other conduct that the University determines is detrimental to the interests of the University or the welfare of others

The Grievance Procedures, as detailed in Section X, provide for the prompt and equitable resolution of Complaints of Prohibited Conduct as defined by this Policy.

III. Prohibited Conduct

This section outlines the conduct prohibited under this Policy.

- **Sex Discrimination** – Conduct that excludes a person from participation in, denies them the benefits of, or otherwise subjects them to adverse treatment under the University’s education program or activity on the basis of their sex, gender, sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and/or gender identity.
- **Sexual Exploitation** – Occurs when a person takes non-consensual or abusive sexual advantage of another. Sexual exploitation includes the following activities:
 - Taking advantage of another person, or attempting to take advantage of another person, without that person’s consent. The following activities are prohibited under this provision:
 - Voyeurism or Peeping: Intentionally watching, videotaping, or recording an individual who is undressing, completely or partially naked, or engaging in sexual activity. This includes allowing others to observe such conduct.
 - Sexual Exhibitionism: Engaging in sexually explicit activity in public spaces, including online.
 - Displaying or distributing nude or sexually explicit images of another person without that person’s consent.

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- o Writing or marking of graffiti on University property that is sexually graphic in nature.
 - o Prostituting another person or soliciting a prostitute to campus, or a campus event, to engage in prostitution.
 - o Knowingly exposing another person to a sexually transmitted infection or virus without that person's knowledge.
- **Sex-Based Harassment** – A form of sex discrimination that means sexual harassment and other harassment based on sex, gender, sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and/or gender identity that encompasses the following categories of conduct, defined as follows:
 - o **Quid Pro Quo Harassment.** An employee, agent, or other person authorized by Bay Path University to provide an aid, benefit, or service under Bay Path University's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct.
 - o **Hostile Environment Harassment.** Unwelcome sex-based conduct³ that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from Bay Path University's education program or activity (*i.e.*, creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:
 - The degree to which the conduct affected the complainant's ability to access Bay Path University's education program or activity;
 - The type, frequency, and duration of the conduct;
 - The parties' ages, roles within Bay Path University's education program or activity, 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 sex-based harassment in Bay Path University's education program or activity.
 - o **Sexual Assault.** Any sexual act—including Rape, Sodomy, Sexual Assault with an Object, or Fondling—directed against another person without the consent of the victim, including instances when the victim is incapable of giving consent; also unlawful sexual intercourse, including Incest and Statutory Rape. The definitions of **Rape**, **Sodomy**, **Sexual Assault with an Object**, **Fondling**, **Incest**, and **Statutory Rape** are included in Appendix A and incorporated herein.
 - o **Dating Violence.** Violence committed by a person:
 - Who is or has been in a social relationship of a romantic or intimate nature with the victim; and

³ Sex-based conduct includes any conduct that is based on sex, gender, sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and/or gender identity.

- Where the existence of such a relationship shall be determined based on a consideration of the following factors: (1) the length of the relationship, (2) the type of relationship, and (3) the frequency of interaction between the persons involved in the relationship.
- **Domestic Violence.** Felony or misdemeanor crimes committed by a person who:
 - Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of Massachusetts (or Puerto Rico, as applicable) or a person similarly situated to a spouse of the victim;
 - Is cohabitating or has cohabitated with the victim as a spouse or intimate partner;
 - Shares a child in common with the victim; or
 - Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of Massachusetts (or Puerto Rico, as applicable).
- **Stalking.** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - Fear for the person’s safety or the safety of others; or
 - Suffer substantial emotional distress.
- **Retaliation.** Intimidation, threats, coercion, or discrimination against any person by Bay Path University, a student, or an employee or other person authorized by Bay Path University to provide aid, benefit, or service under Bay Path University's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX or because the person has reported information, made a Complaint, testified, assisted, or participated or refused to participate in any manner in any proceeding subject to this Policy and Grievance Procedures. Retaliation includes **Peer Retaliation**, which means retaliation by a student against another student.

Other definitions applicable in this Policy and the Grievance Procedures are included in [Appendix A](#).

IV. Title IX Coordinator(s) and Supportive Measures

Bay Path University's Title IX Coordinator coordinates Bay Path University's compliance with Title IX and this Policy, with the assistance and support of the Assistant Title IX Coordinator. These individuals may be contacted as follows:

Title IX Coordinator	Dr. Peter Testori Associate VP, Student Engagement & Academic Resources 588 Longmeadow Street Longmeadow, MA 01106 ptestori@baypath.edu 413-565-1058
Assistant Title IX Coordinator	Dr. Heather Gould Dean of Advising & Student Support 588 Longmeadow Street

	Longmeadow, MA 01106 hgould@baypath.edu 413-565-1298
Assistant Title IX Coordinator for Employee-related incidents	Lindon Weatherly, MA, SHRM-CP Senior Human Resources Manager 588 Longmeadow Street Longmeadow, MA 01106 lweatherhly@baypath.edu
Boston Contact	Alex Morr Senior Director, Strategic Initiatives & Campus Director 500 Rutherford Avenue Boston, MA 02129 amorr@baypath.edu
Puerto Rico Contact	Dr. Santiago Mendez-Hernandez Dean of Puerto Rico Campus 27 Gonzalez Gusti Avenue, Edificio Tres Ríos, Av. San Patricio, Guaynabo, 00968, Puerto Rico Santiago.Mendez-Hernandez@cambridgecollege.edu

Because the Title IX Coordinator may designate any qualified person to assume or assist in performing the Title IX Coordinator’s duties under the Policy, where this Policy identifies a specific role of the Title IX Coordinator, such provision should be read with the understanding that the role may be performed by any of the Title IX Coordinator’s designees.

Among the Title IX Coordinator’s responsibilities is coordinating **Supportive Measures**. Supportive Measures may be provided even when no Complaint has been filed.

Supportive Measures may vary depending on what resources are reasonably available. Supportive Measures must not unreasonably burden any party, and the Supportive Measures may conclude or continue after conclusion of the Grievance Procedures or informal resolution, as appropriate.

Examples of possible Supportive Measures include:

- Counseling
- Extensions of deadlines and other course-related adjustments
- Campus escort services
- Increased security and monitoring of certain areas of campus
- Restrictions on contact applied to one or more parties (no-contact orders)
- Leaves of absence
- Changes in class, work, housing, extracurricular, or any other activity, regardless of whether there is a comparable alternative
- Training and education programs related to sex-based harassment

The Title IX Coordinator will work with the individual in arranging for Supportive Measures, as appropriate. Bay Path University will not disclose information about any Supportive Measure(s) to persons other than the individual(s) to whom they apply, unless necessary to provide the

Supportive Measure(s) or restore or preserve access to Bay Path University's education program or activity or if any exception described in Section VIII, below, applies.

If an individual wishes to seek a modification or reversal of the Title IX Coordinator's decision to provide, deny, modify, or terminate any Supportive Measure(s) applicable to them, they may do so by informing the Title IX Coordinator of this request. The Title IX Coordinator will refer any such request to the Vice President of Academic Affairs who is an impartial, trained employee with the authority to modify or reverse the Title IX Coordinator's decision on such Supportive Measures, if the impartial employee determines that the Title IX Coordinator's decision was inconsistent with the definition of Supportive Measures in this Policy.

If an individual wishes to seek additional modification or termination of any Supportive Measure(s) applicable to them due to materially changed circumstances, they may do so by informing the Title IX Coordinator of this request.

Individuals with disabilities who need reasonable accommodations for such disabilities under this Policy and the Grievance Procedures are advised to contact the Title IX Coordinator, who may work with the Office of Accessibility Services to provide any reasonable disability accommodations.

V. Confidential Employees

Certain Bay Path University employees are designated as Confidential Employees pursuant to this Policy. A list of confidential employee positions is provided in Appendix B. Such positions include those to whom a privilege or confidentiality applies under federal or Massachusetts law, as well as certain positions that have been designated by Bay Path University as confidential for the purpose of providing services related to sex discrimination.

Confidential Employees are not required to disclose to the Title IX Coordinator any personally identifying information from reports of sex discrimination they receive from an individual while performing their Confidential Employee role.

Confidential Employees must explain to any individual who informs them of conduct that reasonably may constitute sex discrimination:

- The employee's status as a Confidential Employee pursuant to the Policy.
- How the individual can contact the Title IX Coordinator and how the individual can make a Complaint of Prohibited Conduct under this Policy.
- That the Title IX Coordinator may be able to offer and coordinate Supportive Measures, as well as initiate informal resolution or an investigation under the Grievance Procedures.

While Confidential Employees will maintain confidentiality under this Policy and the Grievance Procedures, they may be required to disclose personally identifiable information by law or a court order or when the reporting individual gives written consent for disclosure.

VI. Reporting Options

A. Reporting to Bay Path University

Bay Path University strongly encourages any individual who has experienced, observed, or has knowledge of Prohibited Conduct to report to the Title IX Coordinator. Reporting conduct that may constitute Prohibited Conduct to the Title IX Coordinator does not necessarily require participating in any subsequent proceedings, including the Grievance Procedures, nor is such participation required for an individual to request and receive Supportive Measures.

Reports of Prohibited Conduct may be brought to Bay Path University by contacting any of the following:

- **Title IX Coordinator: Dr. Peter Testori**
- **Assistant Title IX Coordinator: Dr. Heather Gould**
- **Bay Path University Campus Public Safety**

Anonymous reports may be made by using our [Sexual Misconduct Reporting Form](#). The Title IX Coordinator will address an anonymous report of conduct that reasonably may constitute Prohibited Conduct pursuant to this Policy to the extent reasonably possible. However, the ability of Bay Path University to conduct an effective inquiry into and take action concerning an anonymous report may be significantly limited. Requests for investigation and determination as to violation(s) of this Policy may not be made anonymously.

As set forth in Section VII, below, Bay Path University employees may not make anonymous reports about conduct involving others that reasonably may constitute sex discrimination pursuant to this Policy. All such information must be provided to the Title IX Coordinator.

Public awareness events in which experiences of sex-based harassment are disclosed do not constitute reports to Bay Path University under this Policy, unless such sex-based harassment involves an imminent or serious threat to the health or safety of a person.

B. Reporting to Law Enforcement

Individuals have the right to notify or decline to notify law enforcement concerning an alleged incident of Prohibited Conduct under this Policy which may be criminal in nature, and individuals may receive assistance from the Title IX Coordinator in doing so. Under limited circumstances that pose a health or safety threat to the Bay Path University community, Bay Path University may independently notify law enforcement of the alleged incident(s).

Any person wishing to pursue criminal action in addition to, or instead of, reporting to Bay Path University may do so by contacting:

Emergencies: 911

Campus Public Safety

588 Longmeadow Street
Longmeadow, MA 01106
cps@baypath.edu
413-565-1225

Local Police Department

Longmeadow Police Department

34 Williams Street
Longmeadow, MA 01106
413-567-3311

East Longmeadow Police Department

160 Somers Road
East Longmeadow, MA 01028
413-525-5440

Boston Police Department

One Schroeder Plaza
Boston, MA 02120
617-343-4400

Guaynabo City Police Department Headquarters

283, L-8 Cll Bolivia
Guaynabo, 00969, Puerto Rico
787-720-5040

Massachusetts State Police Department

Massachusetts State Police
470 Worcester Road
Framingham, MA 01702
508-820-2300

The law enforcement contacts above encourage anyone reporting to law enforcement to take steps to preserve evidence.

A criminal investigation into any matter does not preclude Bay Path University from implementing this Policy and its Grievance Procedures. However, Bay Path University may reasonably and temporarily delay its Grievance Procedures when there is an ongoing concurrent law enforcement proceeding.

Neither the result(s) of a law enforcement investigation nor the decision of law enforcement to investigate or decline to investigate any reported incident(s) is determinative as to whether Prohibited Conduct has occurred for the purposes of this Policy and the Grievance Procedures.

Individuals are encouraged to report to the Title IX Coordinator or Campus Public Safety regarding any protective order issued under state or federal law. The Title IX Coordinator will respond promptly and effectively to such information, including by notifying Campus Public Safety.

C. Other Resources

On-campus and off-campus resources related to counseling, medical treatment, police, and other support are compiled in Appendix B.

VII. Employee Responsibilities

All Bay Path University employees, with the exception of those designated as Confidential Employees pursuant to Section V, above, must disclose to the Title IX Coordinator when the employee has information about conduct that may reasonably constitute Prohibited Conduct pursuant to this Policy.

If a student-employee while performing employment duties or otherwise in the course of their employment receives information regarding conduct that may reasonably constitute Prohibited Conduct pursuant to this Policy, that student-employee must likewise disclose the same to the Title IX Coordinator.

This disclosure requirement does not apply to an employee who personally has been subject to conduct that may reasonably constitute Prohibited Conduct pursuant to this Policy.

VIII. Privacy and Confidentiality

Bay Path University is committed to protecting the privacy of all involved in responding to a report of Prohibited Conduct pursuant to this Policy and applicable law and will take steps to limit the disclosure of information to only those individuals who have a need to know in order to implement this Policy and the Grievance Procedures. Additional information with respect to privacy expectations during the Grievance Procedures may be found at Section X, below.

Bay Path University will not disclose personally identifiable information obtained in the course of coordinating actions under this Policy, applying the Grievance Procedures, or otherwise complying with Title IX, except in the following circumstances:

- When Bay Path University has obtained prior written consent from a person with the legal right to consent to the disclosure;
- When the information is disclosed to a parent, guardian, or other authorized legal representative with the legal right to receive disclosures on behalf of the person whose personally identifiable information is at issue;
- To carry out the roles and responsibilities set forth by this Policy, including actions taken to address conduct that reasonably may constitute sex discrimination under Title IX in Bay Path University's education program or activity;
- As required by federal law, federal regulations, or the terms and conditions of a federal award, including a grant award or other funding agreement; and/or
- To the extent such disclosures are not otherwise in conflict with Title IX, when required by state or local law, or when permitted under the Family Educational Rights & Privacy Act (FERPA).

IX. Informal Resolution

Either party may request an informal resolution process at any time for an incident of Prohibited Conduct under this Policy before a determination is made under the Grievance Procedures. Parties may also request an informal resolution process in the absence of a Complaint or without initiating the Grievance Procedures.

Informal resolution, if approved by the Title IX Coordinator, takes place in lieu of resolving a Complaint through the Grievance Procedures below. The Title IX Coordinator may decline to allow the informal resolution process in any matter despite the parties' wishes. The Title IX

Coordinator will not approve informal resolution when such process would conflict with federal, state, or local law.

Before initiating the informal resolution process, the Title IX Coordinator will provide the parties with written notice that explains:

- The allegation(s);
- The requirements of the informal resolution process;
- That, prior to agreeing to a resolution under the informal resolution process, any party has the right to withdraw from the informal resolution process and to initiate or resume the Grievance Procedures;
- That the parties' agreement to a resolution at the conclusion of the informal resolution process precludes the parties from initiating or resuming Grievance Procedures with respect to the resolved allegation(s);
- The potential terms that may be requested or offered in an informal resolution agreement, including that an informal resolution agreement is binding only on the parties; and
- What information Bay Path University will maintain and whether and how such information may be used in connection with the initiation or resumption of the Grievance Procedures.

If both parties voluntarily consent to the informal resolution process, and the Title IX Coordinator approves, the Title IX Coordinator will assign an informal resolution facilitator. The informal resolution facilitator will be trained, as appropriate, including as to how to serve impartially and avoid conflicts of interest and bias. The informal resolution facilitator will not be the same person as the investigator or decisionmaker if the Grievance Procedures are initiated.

Any individual who would like further information about Bay Path University's informal resolution process may contact the Title IX Coordinator directly at any time.

X. Grievance Procedures

These Grievance Procedures will apply to resolve Complaints of Prohibited Conduct under this Policy

In implementing these Grievance Procedures, Bay Path University will treat Complainant and Respondent equitably. Bay Path University will take reasonable steps to protect the privacy of the parties and witnesses during all stages of the Grievance Procedures. Such steps will not restrict the ability of the parties to obtain and present evidence, including by speaking to witnesses; to consult with their family members, confidential resources, or advisors; or to otherwise prepare for or participate in these Grievance Procedures. Knowingly making false statements and/or knowingly submitting false information during the Grievance Procedures process is prohibited by this Policy and such issues will be handled by the appropriate Bay Path University policy.

A. Evaluation, Dismissal, and Notice of Allegations

1. Making a Complaint

The following individuals have the right to make a Complaint of Prohibited Conduct (other than sex-based harassment) under this Policy:

- A Bay Path University student or employee, including those who have been subjected to conduct that could constitute Prohibited Conduct under this Policy.
- Any third party who was participating or attempting to participate in Bay Path University's education program or activity at the time of the alleged Prohibited Conduct, including those who have been subjected to conduct that could constitute Prohibited Conduct under this Policy.
- A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a Complainant.
- Bay Path University's Title IX Coordinator, as provided below.

The following individuals have the right to make a Complaint of sex-based harassment, which includes Sexual Assault, Dating Violence Domestic Violence, and Stalking, under this Policy:

- A Bay Path University student or employee only if they themselves are alleged to have been subjected to sex-based harassment under this Policy.
- A person other than a Bay Path University student or employee only if they themselves are alleged to have been subjected to sex-based harassment under this Policy at a time when they were participating or attempting to participate in Bay Path University's education program or activity.
- A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a Complainant.
- Bay Path University's Title IX Coordinator, as provided below.

The Title IX Coordinator may initiate a Complaint only after considering the following factors:

- Any request by Complainant not to proceed with initiation of a Complaint;
- Any reasonable safety concerns that Complainant has regarding initiation of a Complaint;
- The risk that additional acts of Prohibited Conduct would occur if a Complaint is not initiated;
- The severity of the alleged Prohibited Conduct, including whether the conduct alleged, if established, would require the removal of Respondent(s) 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 Respondent is a Bay Path University 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 decisionmaker in determining whether Prohibited Conduct occurred; and
- Whether Bay Path University could end the alleged Prohibited Conduct and prevent its recurrence without initiating the Grievance Procedures.

If, after considering these and any other relevant factors, the Title IX Coordinator determines that the alleged conduct (1) presents an imminent and serious threat to the health or safety of Complainant or another person, or (2) prevents Bay Path University from ensuring equal access on the basis of sex to its education program or activity, the Title IX Coordinator may initiate a Complaint. The Title IX Coordinator will notify Complainant prior to initiating such a Complaint and will appropriately address any reasonable concerns about Complainant's safety or the safety of others, including by providing Supportive Measures.

Bay Path University may consolidate Complaints of Prohibited Conduct against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against another party, when the allegations arise out of the same facts or circumstances. When more than one Complainant or more than one Respondent is involved, references below to a party, Complainant, or Respondent include the plural, as applicable.

2. Dismissal

The Title IX Coordinator may dismiss a Complaint if:

- Bay Path University is unable to identify any Respondent after taking reasonable steps to do so;
- Respondent is not participating in Bay Path University's educational program or activity and is not employed by Bay Path University;
- Complainant voluntarily withdraws any or all of the allegations in the Complaint in writing, the Title IX Coordinator declines to initiate a Complaint as described above, and the Title IX Coordinator determines that, without Complainant's withdrawn allegations, the conduct that remains alleged in the Complaint, if any, would not constitute Prohibited Conduct under the Policy even if proven; and/or
- Bay Path University determines that the conduct alleged in the Complaint, even if proven, would not constitute Prohibited Conduct under the Policy.

Before dismissing a Complaint, the Title IX Coordinator will make reasonable efforts to clarify the allegations with Complainant.

Upon dismissal, the Title IX Coordinator will promptly notify Complainant in writing of the basis for the dismissal. If the dismissal occurs after Respondent has received notice of the allegations, as described below, then the Title IX Coordinator will notify the parties simultaneously in writing.

Title IX Coordinator will notify Complainant that a dismissal may be appealed on the bases outlined in Section X.D, below. If the dismissal occurs after Respondent has received notice of the allegations, as described below, then the Title IX Coordinator will notify the parties simultaneously in writing that the dismissal may be appealed on the same bases. If a dismissal is appealed, Bay Path University will follow the procedures outlined in Section X.D.

When a Complaint is dismissed, the Title IX Coordinator will:

- Offer Supportive Measures to Complainant, as appropriate;
- If Respondent has received notice of the allegations, offer Supportive Measures to Respondent, as appropriate; and
- Take other prompt and effective steps, as appropriate, to ensure that Prohibited Conduct does not continue or recur within Bay Path University's education program or activity.

3. Notice

If the Title IX Coordinator has determined, following an evaluation, that initiation of the Grievance Procedures is appropriate, the Title IX Coordinator will provide the following notice to the parties in writing with sufficient time for the parties to prepare a response before any initial interview.

The written notice will include:

- This Policy and the Grievance Procedures, including the informal resolution process;
- Sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the alleged incident(s), the conduct alleged to constitute Prohibited Conduct, and the date(s) and location(s) of the alleged incident(s);
- A statement that retaliation is prohibited;
- Respondent is presumed not responsible for the alleged Prohibited Conduct until a determination is made at the conclusion of the Grievance Procedures based on the preponderance of the evidence. Prior to such a determination, the parties will have an opportunity to present relevant and not otherwise impermissible evidence to a trained, impartial investigator and, if applicable, a decisionmaker;
- The parties may have an advisor of their choice who may be, but is not required to be, an attorney;
- The Policy prohibits knowingly making false statements or knowingly submitting false information during the Grievance Procedures; and
- The parties are entitled to an investigative report that accurately summarizes the relevant and not otherwise impermissible evidence and equal opportunity to access the underlying relevant and otherwise not impermissible evidence.

If, during an investigation, Bay Path University decides to investigate any additional allegation(s) of Prohibited Conduct by Respondent towards Complainant that were not included in the initial notice described above or that are included in a consolidated Complaint, Bay Path University will provide written notice of the additional allegation(s) to the parties.

If Bay Path University has reasonable concerns about the safety of any person as a result of providing the notice described above, Bay Path University may reasonably delay providing notice in order to first address such safety concern(s) appropriately.

B. Investigation

The Title IX Coordinator is responsible for overseeing any investigation pursuant to this Policy and the Grievance Procedures and will be the primary point of contact for the parties during the Grievance Procedures. The Title IX Coordinator, upon the issuance of written notice described in Section X.A.3, will refer the Complaint for investigation and appoint an investigator. If needed, the investigator may be assisted in conducting investigation functions by additional qualified individuals.

Bay Path University will provide for adequate, reliable, and impartial investigations and, if applicable, adjudications of Complaints. The burden is on Bay Path University—not on the parties—to conduct an investigation that gathers sufficient evidence to determine whether Prohibited Conduct occurred.

Bay Path University will provide written notice to a party whose participation is invited or expected, of the date, time, location, participants, and purpose of all meetings or proceedings—including investigatory interviews—with sufficient time for the party to prepare to participate. Bay Path University will provide an equal opportunity for the parties to present fact

witnesses and other inculpatory and exculpatory evidence that are relevant and not otherwise impermissible.

Bay Path University will provide the parties with the same opportunities to be accompanied to any meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney. The advisor may review evidence and consult with the party but may not speak on behalf of the party during such meeting or proceeding.

During the investigation, the investigator will collect information from the parties and any witnesses, as appropriate. The parties will have an equal opportunity to present fact witnesses and any evidence that is relevant and not otherwise impermissible for the investigator to consider.

The investigator will review all evidence gathered during the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance. Generally, evidence attesting to a party's character is not considered relevant.

The following types of evidence are impermissible:

- Evidence that is protected under a federal or state law privilege or evidence provided to a Confidential Employee while the Confidential Employee was acting in their confidential capacity, 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 that party or witness provides voluntary, written consent for use in the for use in the Grievance Procedures.
- Evidence that relates to Complainant's sexual interests or prior sexual conduct, unless evidence about Complainant's prior sexual conduct is offered to prove that someone other than Respondent committed the alleged Prohibited Conduct or is evidence about specific incidents of Complainant's prior sexual conduct with Respondent that is offered to prove consent to alleged sex-based harassment, including Sexual Assault. Prior consensual sexual conduct between the parties does not by itself demonstrate or imply Complainant's consent to alleged sex-based harassment or preclude determination that sex-based harassment occurred.

At the conclusion of an investigation, Bay Path University will provide each party and the party's advisor, if any, the investigative report and an equal opportunity to access evidence that is relevant to the allegation(s) and not otherwise impermissible. Each party will be provided ten (10) business days to review the investigative report and evidence and may submit a written response within that timeframe, if they so choose.

Bay Path University prohibits the parties' and their advisors' from disclosing information and evidence obtained solely through the Grievance Procedures, including any investigative report, in an unauthorized manner.

C. Determination

For all Complaints, Bay Path University will provide a process that allows the investigator or decisionmaker, as applicable, to question the parties and witnesses to adequately assess a party's

or witness's credibility to the extent that credibility is both in dispute and relevant to evaluating one or more allegations of Prohibited Conduct in the Complaint.

1. Sex-Based Harassment Complaints Involving a Student Party

For Complaints of Sex-Based Harassment, including Sexual Assault, Dating Violence, Domestic Violence and Stalking, involving a student party, the Title IX Coordinator will schedule a live hearing no sooner than ten (10) business days after the parties have received the investigative report and an equal opportunity to access evidence that is relevant to the allegation(s) and not otherwise impermissible. Notice of the hearing will be provided in writing.

The live hearing will be conducted by a fair and impartial Hearing Chair or Hearing Panel (also referred to as the "decisionmaker"), any of whom may or may not be the investigator. If a Hearing Panel is used, a majority of the Hearing Panel will constitute the decisionmaker for each matter. As the decisionmaker, the Hearing Chair or Hearing Panel (as applicable) will determine, based on the preponderance of the evidence, whether or not the alleged Sex-Based Harassment occurred. All members of the Hearing Panel and any Hearing Chair will have received appropriate training to participate in the hearing.

Only the Hearing Panel or Hearing Chair, as applicable, will question the parties and any witnesses during the hearing; direct questioning of the parties or witnesses by the parties or their advisors is not permitted. The parties may propose in writing to the Hearing Panel or Hearing Chair, as applicable, any relevant and not otherwise impermissible questions and follow-up questions that they want asked of any other party and witnesses, including questions challenging credibility. The Hearing Panel or Hearing Chair, as applicable, will determine whether a proposed question or follow-up question is relevant and not otherwise impermissible and will explain any decision to exclude a question as not relevant or otherwise impermissible. Questions that are unclear or harassing of a party or witness being questioned will not be permitted. Questions seeking evidence that is already before the Hearing Panel or Hearing Chair, as applicable, are not relevant and will not be permitted. The Hearing Panel or Hearing Chair, as applicable, will give a party an opportunity to clarify or revise their question if the Hearing Panel or Hearing Chair, as applicable, determines it is unclear or harassing. If the party sufficiently clarifies or revises the question, the question will be asked.

The Hearing Panel or Hearing Chair, as applicable, may choose to place less or no weight on statements made by a party or witness who refuses to respond at the hearing to questions deemed relevant and not impermissible. The Hearing Panel or Hearing Chair, as applicable, will not draw an inference about whether Sex-Based Harassment occurred based solely on a party's or witness's refusal to respond to questioning.

The hearing will be conducted with the parties physically present in separate locations with technology enabling the Hearing Panel or Hearing Chair, as applicable, and the parties to simultaneously see and hear the party or witness while that person is speaking. Bay Path University will record the hearing and make the recording available to the parties for review upon request. All other recording of the hearing is unauthorized and strictly prohibited.

The Hearing Panel or Hearing Chair, as applicable, will objectively evaluate all evidence that is relevant and not otherwise impermissible—including both inculpatory and exculpatory evidence.

Credibility determinations will not be based on a person's status as Complainant, Respondent, or witness.

The Hearing Panel or Hearing Chair, as applicable, will use the preponderance of the evidence standard to determine whether Prohibited Conduct occurred. This standard of proof requires the Hearing Panel or Hearing Chair, as applicable, to evaluate relevant and not otherwise impermissible evidence for its persuasiveness. If the Hearing Chair or majority of the Hearing Panel is not persuaded by the preponderance of the evidence that Prohibited Conduct occurred, the quantity of evidence notwithstanding, the Hearing Chair or Hearing Panel will not determine that Prohibited Conduct has occurred.

Written notice of the decisionmaker's determination will be provided to the parties within seven (7) business days of when the determination was reached. The written notice of determination will include:

- A description of the alleged Prohibited Conduct;
- Information about the policies and procedures that were used to evaluate the allegations;
- The decisionmaker's evaluation of the relevant and not otherwise impermissible evidence and determination whether Prohibited Conduct has occurred;
- When the decisionmaker finds that Prohibited Conduct has occurred, any disciplinary sanctions Bay Path University will impose on Respondent, whether remedies other than the imposition of disciplinary sanctions will be provided by Bay Path University to Complainant, and, to the extent appropriate, other students identified by the Title IX Coordinator to be experiencing the effects of the Prohibited Conduct; and
- Bay Path University's procedures and permissible bases for the parties to appeal the determination.

Bay Path University will not impose discipline on the Respondent for Prohibited Conduct unless there is a determination by the decisionmaker at the conclusion of the hearing that the Respondent engaged in Prohibited Conduct.

If there is a determination that Prohibited Conduct occurred, as appropriate, the Title IX Coordinator will:

- Coordinate the provision and implementation of remedies to Complainant and other people Bay Path University identifies as having had equal access to Bay Path University's education program or activity limited or denied by the Prohibited Conduct;
- Coordinate the imposition of any disciplinary sanctions on Respondent, including notification to Complainant of any such disciplinary sanctions; and
- Take other appropriate prompt and effective steps to ensure that Prohibited Conduct does not continue or recur within Bay Path University's education program or activity.

Bay Path University will comply with these Grievance Procedures before imposition of any disciplinary sanctions against the Respondent and will not discipline a party, witness, or others participating in these Grievance Procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether Prohibited Conduct occurred.

The determination regarding responsibility becomes final either on the date that Bay Path University provides the parties with the written determination of any appeal taken in accordance

with Section X.D, below or, if there is no appeal, the date on which an appeal would no longer be considered timely.

2. All Other Complaints

For Complaints that allege Sex-Based Harassment, including Sexual Assault, Dating Violence, Domestic Violence, and Stalking, involving non-student parties or for Complaints that allege Sex Discrimination that is not Sex-Based Harassment, the investigator, as the decisionmaker, will evaluate all relevant and not otherwise impermissible evidence—including both inculpatory and exculpatory evidence—for its persuasiveness. The investigator, as decisionmaker, will also question the parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of Prohibited Conduct. The investigator's credibility determination(s) will not be based on a person's status as Complainant, Respondent, or witness.

Using the preponderance of the evidence standard, the investigator, as decisionmaker, will determine whether Prohibited Conduct occurred. This standard of proof requires the investigator, as decisionmaker, to evaluate relevant and not otherwise impermissible evidence for its persuasiveness. If the investigator, as decisionmaker, is not persuaded under the preponderance of the evidence standard that Prohibited Conduct occurred, the quantity of evidence notwithstanding, the investigator will not determine that Prohibited Conduct occurred.

No sooner than ten (10) business days after the parties have received the investigative report and an equal opportunity to access evidence that is relevant to the allegation(s) and not otherwise impermissible, as detailed above in Section 3.B, the investigator, as decisionmaker, will make a determination as to whether Prohibited Conduct occurred.

Written notice of the determination will be provided to the parties within seven (7) business days of when the determination was reached. The written notice of determination will include:

- A description of the alleged Prohibited Conduct;
- Information about the policies and procedures that were used to evaluate the allegations;
- The decisionmaker's evaluation of the relevant and not otherwise impermissible evidence and determination whether Prohibited Conduct has occurred;
- When the decisionmaker finds that Prohibited Conduct has occurred, any disciplinary sanctions Bay Path University will impose on Respondent, whether remedies other than the imposition of disciplinary sanctions will be provided by Bay Path University to Complainant, and, to the extent appropriate, other students identified by the Title IX Coordinator to be experiencing the effects of the Prohibited Conduct; and
- Bay Path University's procedures and permissible bases for the parties to appeal the determination.

Bay Path University will not impose discipline on the Respondent for Prohibited Conduct unless there is a determination by the decisionmaker that the Respondent engaged in Prohibited Conduct.

If there is a determination that Prohibited Conduct occurred, as appropriate, the Title IX Coordinator will:

- Coordinate the provision and implementation of remedies to Complainant and other people Bay Path University identifies as having had equal access to Bay Path University's education program or activity limited or denied by the Prohibited Conduct;
- Coordinate the imposition of any disciplinary sanctions on Respondent, including notification to Complainant of any such disciplinary sanctions; and
- Take other appropriate prompt and effective steps to ensure that Prohibited Conduct does not continue or recur within Bay Path University's education program or activity.

Bay Path University will comply with these Grievance Procedures before imposition of any disciplinary sanctions against the Respondent and will not discipline a party, witness, or others participating in these Grievance Procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether Prohibited Conduct occurred.

The determination regarding responsibility becomes final either on the date that Bay Path University provides the parties with the written determination of any appeal taken in accordance with Section X.D , below or, if there is no appeal, the date on which an appeal would no longer be considered timely.

D. Appeal

Bay Path University offers the following bases for appeals from the dismissal of a Complaint or a written determination by the decisionmaker that Prohibited Conduct occurred:

- Procedural irregularity that would change the outcome;
- New evidence that would change the outcome and that was not reasonably available when the determination or dismissal was made; or
- The Title IX Coordinator, investigator, or decisionmaker had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that would change the outcome.

The appealing party must submit a appeal letter to the Title IX Coordinator within five (5) business days of receiving the dismissal of a Complaint or written determination by the decisionmaker. Appeal procedures will be implemented equally for the parties.

Upon receiving the appeal, the Title IX Coordinator will notify the parties in writing of the appeal by providing:

- Both parties a copy of the appeal
- Providing Respondent a written notice of the allegations if such notice was not previously provided to Respondent, as applicable
- Both parties five (5) business days make a written statement in support of, or challenging, the dismissal of the Complaint or the written determination by the decisionmaker and response to the appeal

The Title IX Coordinator will appoint an Appeal Officer or Appeal Panel to review the appeal and any written responses. The Appeal Officer or Appeal Panel, as applicable, will not be the investigator or decisionmaker, the Title IX Coordinator, or the person who dismissed the Complaint (if applicable).

The Appeal Officer or Appeal Panel, as applicable, will make its determination on the appeal and the Title IX Coordinator will notify the parties in writing of the result of the appeal and the Appeal Officer's or Appeal Panel's, as applicable, rationale for the result.

Any additional procedures or bases for appeal will be equally available to all parties.

E. Interim Leave, Disciplinary Sanctions, and Remedies

During the Grievance Procedures, Bay Path University may take the following actions, as applicable:

- Bay Path University may remove a student-Respondent from its education program or activity on an emergency basis after undertaking an individualized safety and risk analysis; determining that an imminent and serious threat to the health or safety of any person(s) arising from the allegation(s) of Prohibited Conduct justifies removal; and providing Respondent with notice and an opportunity to challenge the decision immediately following the removal.
- Bay Path University may place an employee-Respondent on administrative leave during the pendency of the Grievance Procedures, as appropriate.

Following a determination under the Grievance Procedures that Prohibited Conduct occurred:

Bay Path University may impose disciplinary sanctions on the Respondent, which may include:

- Fines or Restitution
- Official University Warning
- Community Service Hours
- Written Letter, Written Reflection Paper or Paper on Assigned Topic
- Probation
- Suspension
- Dismissal
- Expulsion

Bay Path University may also provide remedies to the Complainant or any other person, which may include:

- No-contact orders
- Academic adjustments
- Housing adjustments
- On-campus employment adjustments
- Safety measures
- Access to counseling and support services
- Community remedies

F. General Timeframes

Bay Path University is committed to responding promptly and effectively to conduct that may constitute Prohibited Conduct in its education program and activity.

Bay Path University applies the following general timeframes to the major stages of the Grievance Procedures, excluding any extension(s) of time for good cause:

- Evaluation – 10 business days
- Investigation – 60 business days
- Determination – 10 business days
- Appeal – 10 business days

Reasonable extension(s) of these timeframes may occur on a case-by-case basis for good cause and may be requested by any party. If an extension is granted, the parties will be provided with written notice that includes the reason for any delay. The Title IX Coordinator has discretion over all decisions as to extensions of time.

The unavailability of an advisor or other support person will not significantly delay any interview, meeting, or proceeding under these Grievance Procedures.

G. Additional Provisions

Bay Path University requires the Title IX Coordinator, as well as any investigator, decisionmaker, or facilitator of informal resolution, or Appeal Officer or Appeal Panel to not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent.

Documents submitted and/or issued in connection with this Policy and the Grievance Procedures—including but not limited to Complaints, notices, investigative reports, evidence, informal resolution agreements, recordings, transcripts, and other information—may not be disclosed or publicized during the Grievance Procedures by parties, witnesses, advisors, or support persons, as applicable, except as otherwise described in this Policy or as required or authorized by law. The Policy prohibits retaliation at all times, including by parties against witnesses.

Bay Path University reserves the right to modify this Policy and the Grievance Procedures to take into account applicable legal requirements, to address extraordinary circumstances, and/or as it deems necessary to further the purpose and intent of the Policy.

Appendix A

The following definitions are provided to further define certain terms in the Title IX Policy and Grievance Procedures.

- **Complaint:** An oral or written request to Bay Path University that objectively can be understood as a request for Bay Path University to investigate and make a determination about alleged discrimination under the Policy and Grievance Procedures.
- **Complainant:**
 - (1) A student or employee who is alleged to have been subjected to conduct that could constitute Sex Discrimination under the Policy and Grievance Procedures; or
 - (2) A person other than a student or employee who is alleged to have been subjected to conduct that could constitute Sex Discrimination under the Policy and Grievance Procedures and who was participating or attempting to participate in Bay Path University's education program or activity at the time of the alleged Sex Discrimination.

Bay Path University, even when the Title IX Coordinator initiates a Complaint pursuant to Section X.A, is not a Complainant.

- **Confidential Employee:** An employee:
 - (1) Of Bay Path University, whose communications are privileged or confidential under federal or state law. The employee's confidential status is only with respect to information received while the employee is functioning within the scope of their duties to which privilege or confidentiality applies;
 - (2) Of Bay Path University, whom Bay Path University has designated as confidential for the purpose of providing services to persons related to sex discrimination. If such employee also has a duty not associated with providing those services, the employee's confidential status is only with respect to information received about Sex Discrimination in connection with providing those services; or
 - (3) Of Bay Path University or another postsecondary institution, who is conducting an Institutional Review Board-approved human-subjects research study designed to gather information about Sex Discrimination—but the employee's confidential status is only with respect to information received while conducting the study.
- **Consent:** Consent is defined as a freely and affirmatively communicated willingness to participate in sexual activity, expressed either by words or clear, unambiguous actions.
- **Day:** A business day, unless otherwise specified.
- **Disciplinary sanctions:** Consequences imposed on a Respondent following a determination under the Grievance Procedures that the Respondent violated the Policy.
- **Education program or activity:** All the operations of Bay Path University.

- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- **Incapacity:** A person who is incapacitated is unable, temporarily or permanently, to give consent because she or he lacks the ability to make informed, rational judgments about whether or not to engage in sexual activity as a result of mental or physical helplessness, sleep, unconsciousness, or lack of awareness that sexual activity is taking place (e.g., individual lacks capacity to understand the “who, what, when, where, why or how” of their sexual interaction).
- **Incest:** Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Party:** Complainant or Respondent.
- **Pregnancy or related conditions:**
 - (1) Pregnancy, childbirth, termination of pregnancy, or lactation;
 - (2) Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or
 - (3) Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.
- **Rape (except Statutory Rape):** the carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- **Relevant:** Related to the allegations of Sex Discrimination under investigation as part of the Grievance Procedures. A question is relevant when it seeks evidence that may aid in showing whether the alleged Sex Discrimination occurred. Evidence is relevant when it may aid a decisionmaker in determining whether the alleged Sex Discrimination occurred.
- **Remedies:** Measures provided, as appropriate, to a Complainant or any other person identified by the Title IX Coordinator as having had their equal access to Bay Path University's education program or activity limited or denied by Sex Discrimination. These measures are provided to restore or preserve that person's access to Bay Path University's education program or activity after Bay Path University determines that Sex Discrimination occurred under the Grievance Procedures.
- **Respondent:** A person who is alleged to have violated the Title IX Policy. Bay Path University is not a Respondent.

- **Sexual Assault with an Object:** To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or their temporary or permanent mental or physical incapacity.
- **Sodomy:** Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or their temporary or permanent mental or physical incapacity.
- **Statutory Rape:** Nonforcible sexual intercourse with a person who is under the statutory age of consent.
- **Student:** A person who has gained admission to Bay Path University.
- **Supportive Measures:** Individualized measures offered, as appropriate, as reasonably available, without unreasonably burdening a Complainant or Respondent, and not for punitive or disciplinary reasons, and without fee or charge to Complainant or Respondent to (1) restore or preserve the party's access to Bay Path University's education program or activity, including measures that are designed to protect the safety of the parties or the educational environment; or (2) provide support during the Grievance Procedures or informal resolution process.

Appendix B

On-Campus Resources:

The following represent some of the resources and services available to Bay Path University students, faculty, and staff.

Confidential Resources

Bay Path University **Counseling Services**
588 Longmeadow Street
Longmeadow, MA 01106
413-565-1354
counseling@baypath.edu

Bay Path University **Student Health Services**
588 Longmeadow Street
Longmeadow, MA 01106
413-565-1544
healthservices@baypath.edu

Bay Path University **Designated Confidential Resource Provider**
Dr. Tanya Coles-Dailey
Assistant Director of Health & Wellness Center
588 Longmeadow Street
Longmeadow, MA 01106
413-565-1354
counseling@baypath.edu

Non-Confidential Resources

Note: These employees are required to provide all information about conduct that reasonably may constitute Sex Discrimination under the Policy to the Title IX Coordinator.

Title IX Coordinator and Assistant Coordinator

Title IX Coordinator	Dr. Peter Testori Associate VP, Student Engagement & Academic Resources 588 Longmeadow Street Longmeadow, MA 01106 ptestori@baypath.edu 413-565-1058
Assistant Title IX Coordinator	Dr. Heather Gould Dean of Advising & Student Support 588 Longmeadow Street Longmeadow, MA 01106 hgould@baypath.edu 413-565-1298

Assistant Title IX Coordinator for employee-related incidents	Lindon Weatherly, MA, SHRM-CP Senior Human Resources Manager 588 Longmeadow Street Longmeadow, MA 01106 lweatherly@baypath.edu
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Non-Confidential Resources

Bay Path University **Campus Public Safety**
588 Longmeadow Street
Longmeadow, MA 01106
cps@baypath.edu
413-565-1225

Campus Police Officers are available 24 hours a day, seven days a week.

Bay Path University **Office of the Dean of Students**
588 Longmeadow Street
Longmeadow, MA 01106
Blake Student Center
Studentlife@baypath.edu
413-565-1358

Student Life staff are available during business hours (8:30 a.m. to 5:00 p.m. EST, Monday through Friday).

Bay Path University **Human Resources**
588 Longmeadow Street
Longmeadow, MA 01106
hr@baypath.edu
413-565-1281

Human Resources staff are available during business hours (8:30 a.m. to 5:00 p.m. EST, Monday through Friday)

Off-Campus Resources:

The following represent some of the resources and services available to Bay Path University students, faculty, and staff.

Longmeadow Police Department - 911
Business - 413-567-3311

East Longmeadow Police-911
Business - 413-525-5440

Boston Police - 911

Business - 617-343-4400
Massachusetts State Police
Business - 508-820-2300

Guaynabo City Police Department
Business - 787-720-5040

YWCA of Western Massachusetts
Sexual Assault Crisis Service Center
1 Clough Street, Springfield, MA 01118
413-732-3121

Baystate Medical Center
759 Chestnut Street, Springfield, MA 01199
413-794-0000
Designated SANE site hospital, Open 24 hours

Boston Medical Center
One Boston Medical Center Place, Boston, MA 02118
617-638-6800
Designated SANE site hospital, Open 24 hours

Sonic Urgent Care
413-650-5858
East Longmeadow, MA

Planned Parenthood of Western MA
800-258-4448
Springfield, MA

Domestic Violence Shelter Services 24 Hour Hotline
Day Number: 413-732-3121
24-Hour Hotline: 413-733-7100

Rape, Abuse & Incest National Network (RAINN)
800-656-4673
<https://www.rainn.org/>