



Title IX & Bias Response Annual Report for 2018-2019 Academic Year

DIRECTOR'S MESSAGE

Dear MIT Community,

This report summarizes important information about our efforts to create a more inclusive and welcoming environment at MIT. The Title IX & Bias Response office (T9BR) is committed to addressing, remedying, and preventing harm through informal and formal processes as well as prevention education. In an effort to ensure community members are aware of the resources and reporting options available, we expanded both in-person and online training for students, faculty, and staff. As a result, we saw an increase in the number of people accessing services, either by directly reaching out to the T9BR office or connecting with us via Responsible Employees or Private Resources on campus. While we have made progress, there is still more work to be done.

Changing harmful attitudes, behaviors, and cultures is the responsibility of the entire community. I am grateful to the students, faculty, and staff members who have given us the opportunity to raise awareness of T9BR's mission and who are contributing to our ongoing dialogue about how to make MIT more equitable, safe, healthy, and inclusive.

Our efforts in training and education would not be possible without partners in the following offices: Violence Prevention and Response, Human Resources, Residential Life and Education, LGBTQ+ Services, Graduate Education, MIT Police, Student Conduct, Multicultural Programs, the ICEO, and the CARE Team. I look forward to continuing to work together to create innovative and effective strategies to reduce the number of community members who experience discrimination, bias, or harm.

Best wishes for a successful school year,



Sarah Rankin, Director of the T9BR Office

TITLE IX & BIAS RESPONSE OFFICE STAFF



Sarah Rankin, Director and Institute Title IX Coordinator
Jamie Sinetar, Senior Investigator
Justin Brogden, Investigator

Bianca Kaushal, Education Specialist
Greg MacDonough, Administrative Assistant
Claire Webb, Graduate Community Fellow (*not pictured*)

TITLE IX SUMMARY REPORT

MIT is committed to addressing all incidents of sex- or gender-based discrimination, including sexual harassment and assault. When MIT is aware of an allegation, the Title IX and Bias Response Office (T9BR) works to end the prohibited behavior, prevent recurrence, and remedy the effects by providing resources, accommodations, and support. This section details the nature of the sex- or gender-based discrimination reports involving students during the 2018-2019 academic year. There were a total of 173 cases reported to the T9BR Office. Of those reports, 159 cases involved allegations of gender-based discrimination, sexual misconduct, sexual harassment, intimate partner violence, or stalking.

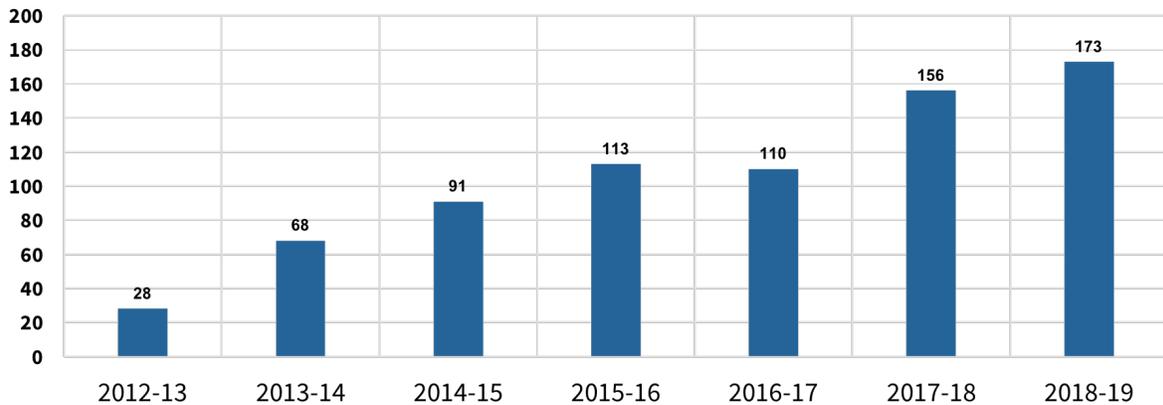
TITLE IX INCIDENT REPORTING

During the 2018-19 academic year, the T9BR Office was notified of 173 incidents—a 11% increase from the 2017-2018 academic year. A majority of these reports were made through a **responsible employee*** or directly by a student to the T9BR Office.

**A responsible employee is obligated to inform the T9BR Office when they are aware of an incident of gender-based discrimination. Once aware, the T9BR Office follows up with the individual to provide them accurate information about their options and available resources.*

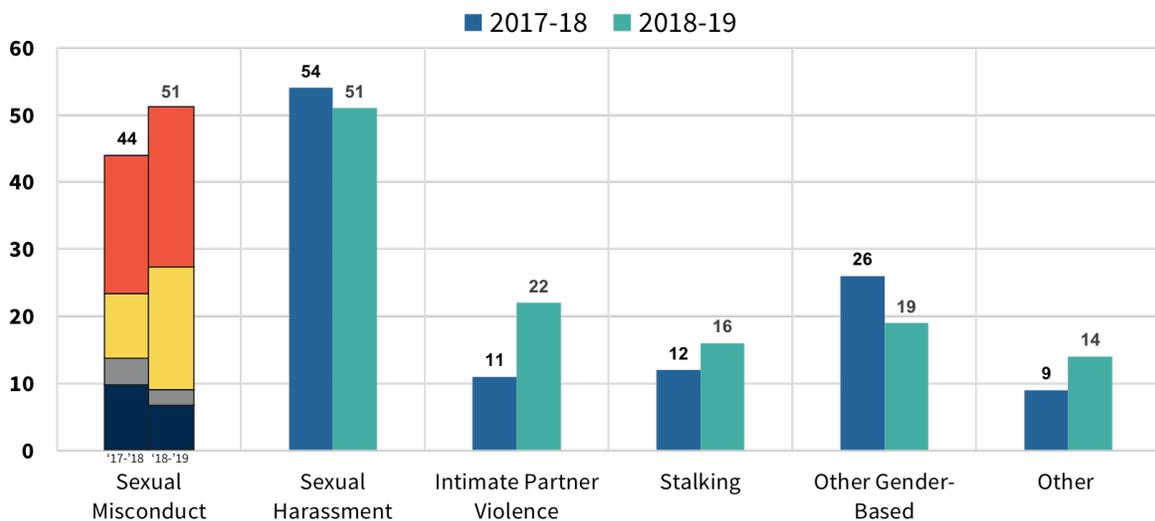
2018–2019 Total Reports

Figure 1



2018–2019 Types of Cases

Figure 2



- Non-Consensual Penetration
- Non-Consensual Touching
- Sexual Exploitation
- Unknown Type/Other

For more information about definitions, please turn to Page 3.

DEFINITIONS*

Complainant(s): The individual(s) reporting the MIT policy violation.

Respondent(s): The individual(s) accused of violating a MIT policy.

Sexual Misconduct: A range of behaviors including non-consensual sexual touching; non-consensual sexual penetration; and sexual exploitation.

Sexual Harassment: Unwelcome conduct of a sexual nature when submission is a condition of employment or academic standing; or such conduct has the purpose or effect of unreasonably interfering with an individual's working conditions, academic experience, or living conditions, or of creating a hostile working, academic, or living environment.

Intimate Partner Violence (IPV): Actual or threatened physical violence, intimidation, or other forms of physical or sexual abuse that would cause a reasonable person to fear harm to self or others.

Stalking: More than one instance of unwanted attention, harassment, physical or verbal contact, use of threatening words and/or conduct, or any other course of conduct directed at an individual that could be reasonably regarded as alarming or likely to place that individual in fear of harm or injury.

Other Gender-Based (GB) Discrimination: Discrimination based on gender not described above.

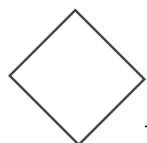
Other: It is unclear if alleged behavior or conduct was based on gender (e.g., loud arguments reported by concerned neighbors as possible domestic violence).

**Summarized definitions based on Institute Policies. Complete policies and definitions can be found at <https://titleix.mit.edu/>*

T9BR RESPONSE TO NOTICE OF GENDER-BASED DISCRIMINATION

There are generally two ways the T9BR Office becomes aware of gender discrimination allegations. A Complainant seeks assistance through the T9BR Office directly or information is shared by a responsible employee at MIT. In each case, the Title IX Coordinator follows up with the Complainant to provide information about reporting options, Institute policies, support resources, and possible accommodations. Some accommodation examples include no-contact orders, housing changes, course changes, and educational interventions (accommodations may be available even if no formal complaint is filed).

To the greatest extent possible, the Complainant decides how to proceed with a report. If a Complainant asks for no formal action, MIT will weigh this request with its commitment to providing a safe and non-discriminatory environment. A range of factors are considered, including an increased risk of the alleged perpetrator committing additional acts of sexual violence (e.g., whether there were other sexual violence complaints about or threats of further sexual violence made by the same alleged perpetrator, or whether multiple perpetrators committed the sexual violence) or an increased risk of future acts of sexual violence under similar circumstances (e.g., whether the student's report reveals a pattern of perpetration at a given location or by a particular group). Other factors include whether the sexual violence was perpetrated with a weapon; if the complainant is a minor; and whether the school or the T9BR Office possesses other means to obtain relevant evidence. If MIT decides to move forward, the original complainant can choose to not participate in the formal investigation.



AFFILIATION: COMPLAINANT (REPORTING PARTY)

Sexual Misconduct: 59% of Complainants were students; and 29% were unaffiliated with MIT

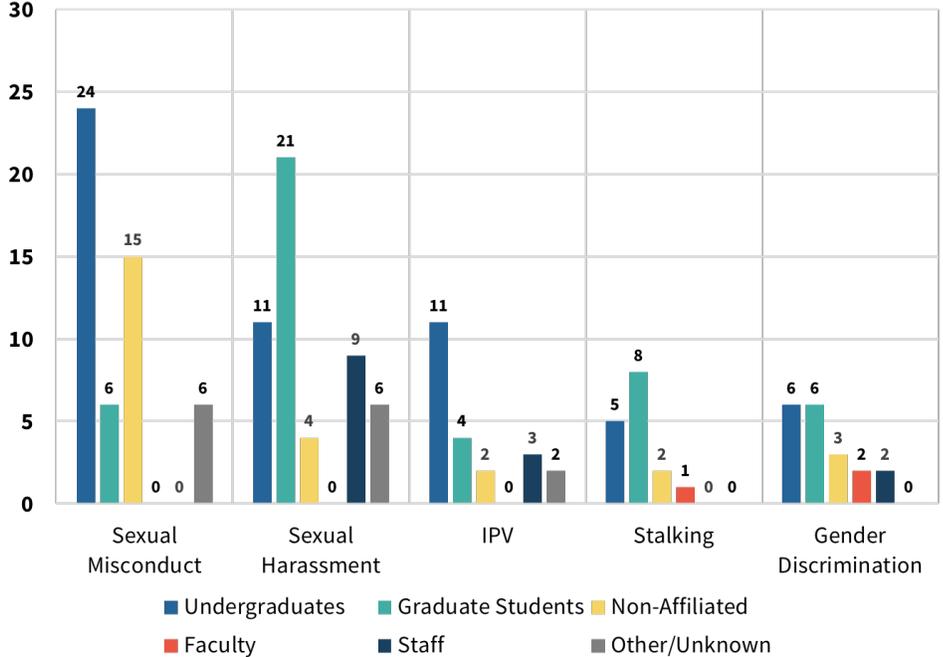
Sexual Harassment: 63% of Complainants were students; 8% were unaffiliated with MIT; and 18% were staff at MIT.

Intimate Partner Violence (IPV): 68% of Complainants were students; and 14% were staff at MIT.

Stalking: 81% of Complainants were students; and 13% were unaffiliated with MIT.

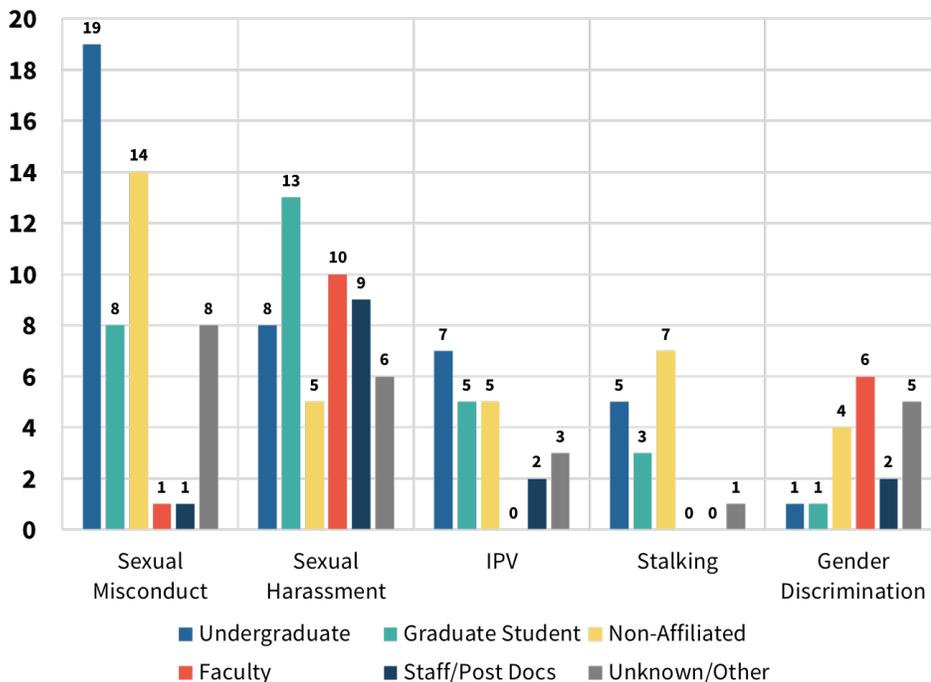
Gender-based Discrimination: 63% of Complainants were students; and 21% were faculty members or staff at MIT.

Figure 3



AFFILIATION: RESPONDENT (RESPONDING PARTY)

Figure 4



Sexual Misconduct: 53% of Respondents were students; 27% were unaffiliated with MIT; and 16% were unknown to the Title IX Office.

Sexual Harassment: 41% of Respondents were students; 20% were faculty members at MIT; and 18% were staff or postdocs at MIT.

Intimate Partner Violence (IPV): 55% of Respondents were students; and 23% were unaffiliated with MIT.

Stalking: 50% of Respondents were students; and 44% were unaffiliated with MIT.

Gender-Based Discrimination: 11% of Respondents were students; 32% were faculty members at MIT.

SEX: COMPLAINANT* (REPORTING PARTY)

Figure 5

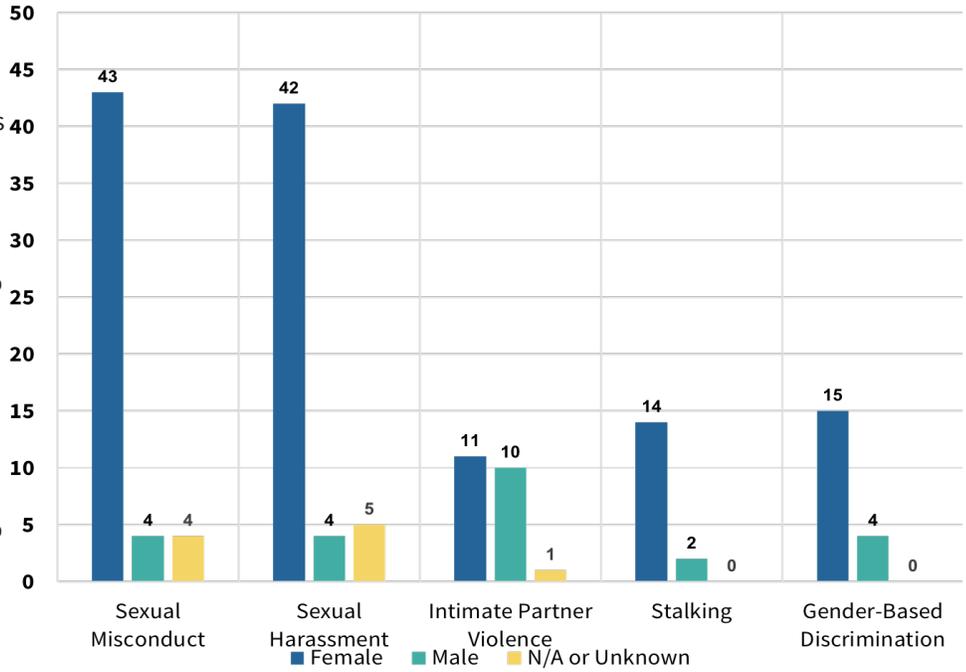
Sexual Misconduct: 84% of Complainants were female-identified; 8% were male-identified.

Sexual Harassment: 82% of Complainants were female-identified; 8% were male-identified.

Intimate Partner Violence (IPV): 50% of Complainants were female-identified; 45% were male-identified.

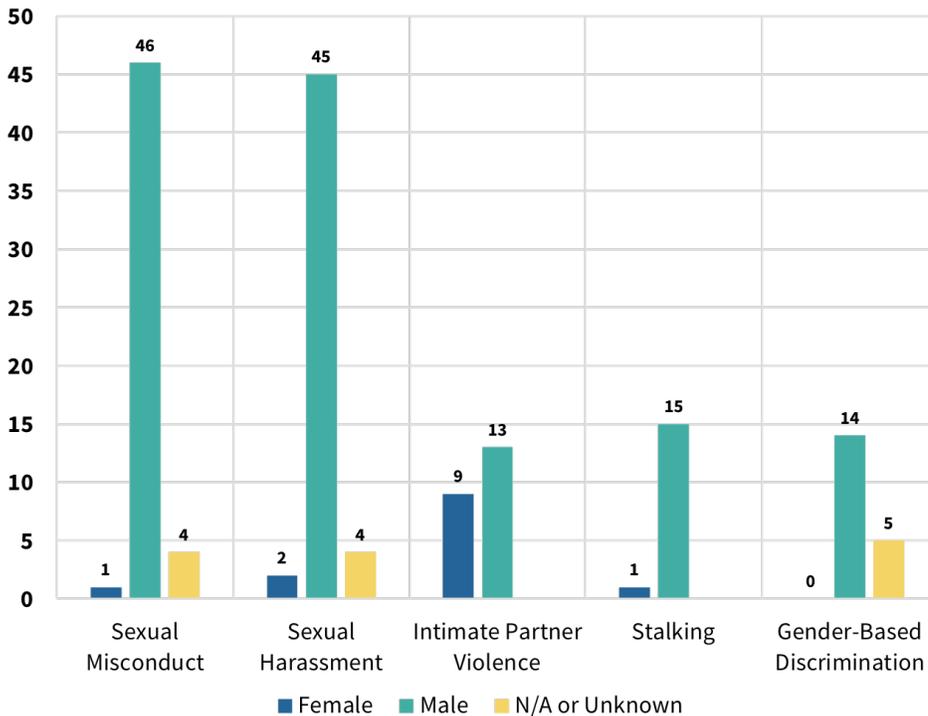
Stalking: 88% of Complainants were female-identified; 13% were male-identified.

Gender-based Discrimination: 79% of Complainants were female-identified; 21% were male-identified.



SEX: RESPONDENT* (RESPONDING PARTY)

Figure 6



Sexual Misconduct: 90% of Respondents were male-identified; 2% were female-identified.

Sexual Harassment: 88% of Respondents were male-identified; 4% were female-identified.

Intimate Partner Violence (IPV): 59% of Respondents were male-identified; 41% were female-identified.

Stalking: 94% of Respondents were male-identified; 6% were female-identified.

Gender-based Discrimination: 74% of Respondents were male-identified.

*For the purpose of these data charts, we utilize the terms male and female based on the information provided to us in the student database and based on the characterization of the reporting party. These identities may not align with the individual's gender identity.

TITLE IX INVESTIGATIONS

Staff from the T9BR Office investigate cases involving student Respondents that go through the formal investigation. The Title IX Investigators receive extensive annual training on a variety of topics including risk assessment, writing investigative reports, stalking, sexual assault, intimate partner violence, working with the LGBTQ+ community, trauma-informed interviewing, and Institute processes. Human Resources addresses cases involving faculty or staff respondents by utilizing an informal resolution process or formal investigation. In 2018-2019, the T9BR staff partnered with Human Resources to co-investigate formal allegations against faculty and staff Respondents.

TITLE IX CASE TRAJECTORY

Figure 4 depicts the trajectory of the 159 cases involving allegations of gender-based discrimination, sexual misconduct, sexual harassment, intimate partner violence, or stalking.

Formal Report: a formal complaint filed to be investigated for adjudication through the Committee on Discipline (COD), Human Resources (HR), or Police Department (PD).

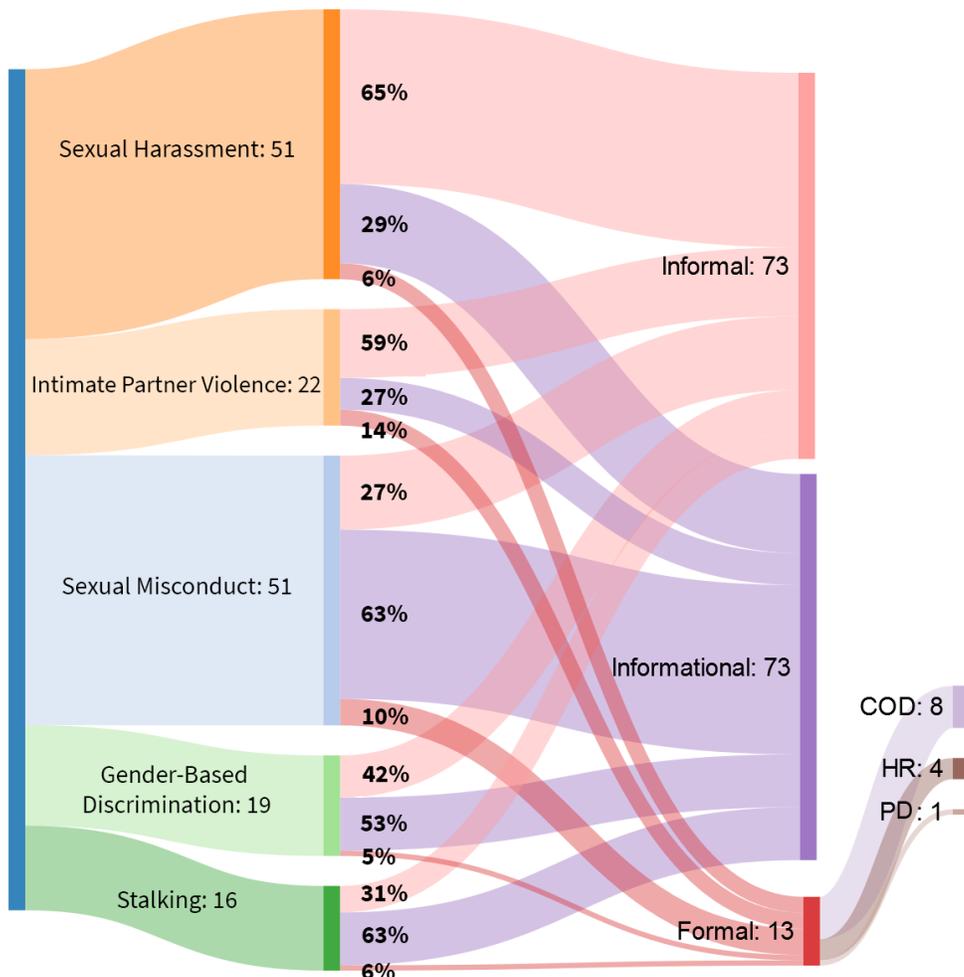
Cases involving student Respondents are adjudicated by the COD; employee Respondents by HR; and non-affiliates by the police department, based on the location of the incident.

Complainants can file a complaint internally (T9BR, COD, or HR) and with the police. Accessing one process does not limit access to the others.

Informal Assistance: the Complainant requested remedies such as educational intervention (required training for an individual or group), no-contact order, campus trespass order, housing relocation, or academic accommodations.

Informational: When known, the Complainant was given reporting options and resources but did not request any informal or formal assistance.

Each case is assessed to determine if MIT needs to take additional action beyond the Complainant's request. Whenever possible, MIT honors the Complainant's request to receive information only or to receive informal assistance without filing a formal complaint.



SUPPORT FOR REPORTING AND RESPONDING PARTIES

Involvement in a Title IX case can be very stressful. There are a number of resources at MIT that support students throughout the process including the Violence Prevention and Response Team, Mental Health and Counseling, Student Support Services, Residential Life, Office of Graduate Education, and the Ombuds Office. MIT’s investigation and adjudication procedures were designed to provide a fair and transparent process for all involved parties. Each party can have an advisor of their choice accompany them to interviews and meetings. Staff across MIT have received in-depth training about the Title IX reporting process and are available to serve as an advisor to any requesting student. These advisors provide information and support throughout the process. Additionally, Deputy Title IX Coordinators from each school and division are available to answer questions and provide information.

VIOLENCE PREVENTION & RESPONSE

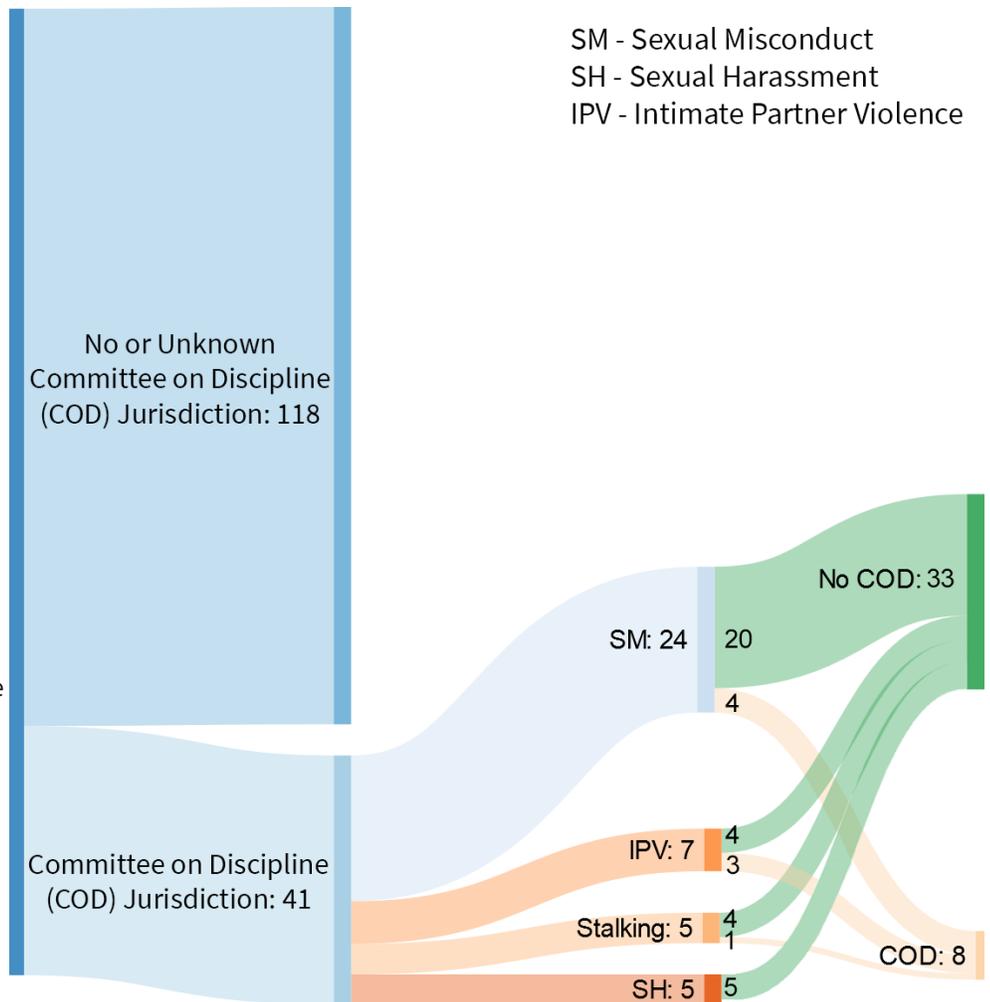
Violence Prevention and Response (VPR) is MIT’s primary on-campus resource for preventing and responding to interpersonal violence including sexual assault, dating and domestic violence, stalking, and sexual harassment. VPR’s prevention specialists work with the entire campus to educate and raise awareness. VPR’s advocates are available 24 hours a day to support survivors in deciding what to do next. 24/7 Hotline: (617) 253-2300.

COMMITTEE ON DISCIPLINE (COD) JURISDICTION

Of the 159 cases involving gender-based discrimination, sexual harassment, sexual misconduct, intimate partner violence, or stalking, 118 cases were not within the COD’s jurisdiction for formal adjudication. The majority of these 118 cases either were not in the COD’s jurisdiction because they involved Respondents who were not students or because the Respondent’s identity was not disclosed to the T9BR Office.

8 of the 41 cases within the COD’s jurisdiction resulted in a formal complaint. These 8 cases (4 Sexual Misconduct cases, 3 Intimate Partner Violence cases, and 1 Stalking case) were brought forward by Complainants.

For the remaining 33 cases, Complainants did not want to file a formal COD complaint. After assessing each case, the T9BR Office honored each request for no formal action.





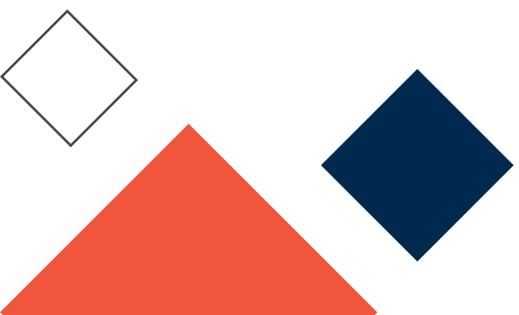
COMMITTEE ON DISCIPLINE OUTCOMES

July 2015 through June 2019

From July 2015 through June 2019, the Committee on Discipline made findings in 16 cases from the T9BR Office that alleged sexual misconduct, sexual harassment, intimate partner violence (IPV), or stalking. Due to the small number of cases each year and in order to maintain the privacy of the parties, this table uses four years of data, unlike the rest of this report, which only covers 2018-19. Only limited interpretation is possible due to the small number of cases and the unique circumstances in each case.

	Not Responsible	Probation/ Education	Suspension	Expulsion	TOTALS
Intimate Partner Violence			1		1
Stalking				2	2
Sexual Harassment			1		1
Non-Consensual Sexual Penetration	5		1	3	9
Non-Consensual Sexual Contact	1	2			3
Sexual Exploitation					0

Even if there are multiple allegations, each case is listed once. In such cases, the category most descriptive of that overall case is used. Findings of responsibility are based on the COD process and MIT policy, which is entirely separate from, and uses a different evidentiary standard than, criminal proceedings.



TRAINING & EDUCATION SUMMARY

T9BR strives to inform the MIT community about the topics below and aims to tailor trainings to the needs and requests of the specific audience. T9BR collaborates with various offices across the Institute to provide comprehensive trainings to faculty, staff and students.

Responsible Employee Duties	Title IX 101	Building an Inclusive Culture
Healthy & Unhealthy Relationships	Bystander Intervention	What T9BR Can Do
Relevant Laws & MIT Policies	Reporting Options, Rights, & Process	Sexual Misconduct Reporting Data

Through training and education initiatives that span from 15-minute office introductions to 3-hour sessions, the T9BR office works to create more pathways to information across the Institute. In addition to presenting and tabling at orientation events for incoming undergraduate and graduate students, T9BR provided training and education to different groups on campus including graduate student REFS, undergraduate PLEASURE peer educators, the Committee on Discipline (COD), the Committee on Sexual Misconduct Prevention and Response (CSMPR), new and returning TAs and GRAs, administrative staff in various DLCs, and faculty in department-level trainings and faculty retreats. The goal in our education efforts is to increase awareness of the resources available at MIT, articulate the ways in which T9BR can support individuals within the community, and share frameworks and strategies to identify, address, and intervene in situations of discrimination, harassment, and bias.

ATHLETICS

T9BR and Violence Prevention and Response (VPR) work closely with the staff and administrators of the Department of Athletics, Physical Education, and Recreation (DAPER) to effectively fulfill the annual NCAA training requirements. In 2017, coaches and student athletes completed an online training module available to all NCAA schools called “My Playbook.” In 2018, the DAPER team invited speaker and former athlete, Don McPherson, to talk to students about sexual assault prevention and culture.

In 2019, to increase the opportunity to interact and discuss team dynamics, VPR, T9BR, PLEASURE peer educators, and DAPER developed an in-person interactive workshop for all of the 2019-2020 teams. This pilot will train over 600 student athletes over the course of the next academic year in a tailored 90 minute workshop presented by PLEASURE peer educators.

CHEMICAL ENGINEERING DEPARTMENT TRAININGS

During the 2018-2019 academic year, T9BR and VPR partnered with faculty and graduate students in the Chemical Engineering department to create, pilot, and deliver a two-hour training in each department lab on how to build an inclusive and professional lab culture. VPR and T9BR worked closely with graduate students in the department to create relevant scenarios and examples throughout the presentation. The training included information on MIT policies and resources, bystander intervention, and how to intentionally build healthy cultures in labs. 33 labs were trained with over 480 graduate students, lab techs, postdocs, and PIs trained.

Feedback from Chemical Engineering Lab Trainings:

95% of participants thought that the workshop content was good, very good, or excellent.

97% of participants thought that the session overall was good, very good, or excellent.

Here are some examples of the responses to the question: **What did you find most useful about this workshop?**

- “A good culture is most important for preventing issues.”
- “We’re all responsible for building a culture of inclusivity. Even as a bystander, you still have a part to play.”
- “An awareness that MIT cares about these issues and has created resources for support.”

The two offices are currently working on a more in-depth post-workshop evaluation to determine the long-term impact of the workshop.

TITLE IX EDUCATION AND TRAINING CONT.

CSMPR TRAINING & EDUCATION RECOMMENDATIONS

During the 2018-2019 academic year, the Committee on Sexual Misconduct Prevention and Response (CSMPR) created two working groups tasked with considering options for ongoing education for undergraduates, graduate students, faculty, and staff at the Institute. The Undergraduate Training working group recommended implementing an EverFi course for sophomores and the Graduate Student, Faculty, and Staff working group developed a menu of options for ongoing training every two years at the Institute with plans to roll it out in 2020. For more detailed information, the [CSMPR Annual Report](#) is available on the T9BR website.

CHANGE-MAKER AWARD RECIPIENTS OF 2019:

The Change-Maker Awards recognize and celebrate individuals, student groups, and departments that made positive contributions to the MIT community on issues related to sexual misconduct and gender discrimination. Hosted by T9BR and VPR for the third year in a row, the MIT community came together on April 10, 2019 to celebrate the honorees. The 2019 Change-Maker honorees include:

Undergraduate Student: Gabrielle Ballard, who studies humanities and engineering, and is a co-chair for the Black Women's Alliance, a PLEASURE educator, a student assistant in the Women and Gender Studies office, was selected for her contributions as a student leader invested in advancing conversations around equity and inclusion inside and outside of the classroom.

Graduate Student: Fifth-year graduate student in the Department of Material Science and Engineering Sarah Goodman was honored for her activism and role in shaping local, state, and federal policy. Her efforts include working on the External Affairs Board of the Graduate Student Council to craft responses to the U.S. Department of Education's proposed Title IX regulations and to give input on federal legislation pertaining to sexual violence in the sciences.

Student Group: The Healthy Masculinities Club, founded by graduate student Jay Dev and now led by his fellow graduate students Zack Avre and David Robinson, is a space open to all genders, but composed of primarily male-identified individuals. The group was honored for coming together to discuss how to address and challenge harmful attitudes, language, and behavior.

Faculty/Staff: Amanda Pickett, a program assistant in Career Advising and Professional Development, was recognized for her ability to "call people in rather than calling them out." She has put on events focused on a variety of topics, including: addressing sexual violence, LGBTQ+ allyship, understanding privilege, and working to create a healthier and safer community.

Department: The Department of Chemical Engineering, which is led by Professor Paula Hammond '84, PhD '93, was selected for the hard work its faculty and students have put in to better understand the academic climate and for launching initiatives to make the climate more inclusive and welcoming. The entire Chemical Engineering department has elected to participate in an Inclusive Environments workshop, similar to the ones held by the Department of Chemistry in 2018.

PLEASURE Peer Educator: Senior Madiha Shafquat, who is studying biological engineering, was honored for spearheading several initiatives, including raising awareness about PLEASURE in the broader community and seeking to improve the quality of life here at MIT.





BIAS SUMMARY REPORT

This section of the report outlines non-Title IX bias reports at MIT. The T9BR Office’s role expanded to include coordination of response to all forms of bias affecting students in 2017. The Bias Response Team (BRT) includes representatives from the T9BR Office, MIT Police, Office of Graduate Education, Human Resources, Office of the General Counsel, Institute Community and Equity Office, Office of Residential Education, and the Office of Multicultural Programs. The BRT was created to document and review all reports of bias or discrimination allegedly committed by students, provide impacted students and communities with information on resources for assistance and options to address concerns, develop and coordinate an appropriate response plan, and identify patterns or systemic problems. For the 2018-2019 academic year, reports of alleged bias committed by an employee were handled by Human Resources (HR). If those reports came to the BRT first, they were documented and referred to the appropriate HR department.

THE PROCESS OF REPORTING:

Upon receiving a report of alleged bias or discrimination by an MIT student(s), the BRT makes an initial determination as to how to respond to the reporting party, based on the information immediately available.

ANONYMOUS REPORTS

The BRT will likely take no action with anonymous reports because follow up with the reporting party is not possible. Therefore, these reports are used for data-gathering purposes. However, if a person alleged to have committed an act is identified and the reporting party’s anonymity can be protected, the BRT will contact the alleged perpetrator if there are ongoing safety concerns. When deciding whether to take action on an anonymous report, the BRT will weigh the reporting party’s request for anonymity with the Institute’s commitment to providing a safe and non-discriminatory environment. If the BRT determines action is needed, any potentially identifying information about the reporting party is kept confidential to the extent possible.

Section continued on next page



THE PROCESS OF BIAS REPORTING: (CONTINUED)

NON-ANONYMOUS REPORTS

1. Initial Determination

A member of the BRT will follow up with the reporting party to discuss the situation and determine the desired outcome. The reporting party's request for resolution will be strongly considered by the BRT and honored to the extent reasonably possible, taking into account the Institute's commitment to providing a safe and non-discriminatory environment to the broader community. If the BRT believes any additional response is necessary, it will coordinate the response in consultation with the MIT Police. In the event that the BRT determines the reported conduct could be considered a hate crime, the MIT Police will lead the immediate response plan.

2. Reviewing Reporting Options for Student Complainants

The BRT or a colleague with relevant expertise will contact the reporting party to review reporting options and discuss their desired outcome. Options include, but are not limited to, filing a formal complaint with the Committee on Discipline (COD), filing a report with the BRT for statistical tracking purposes, and/or requesting training or educational follow-up with an individual or group.

3. Developing a Response Plan

If the reporting or impacted party chooses to file a formal complaint with the COD, the BRT can work with the Office of Student Conduct to assist the reporting party in initiating the complaint and to develop a response plan. As set forth in the COD Rules and Regulations, the Chair of the COD can request a fact-finding investigation from the Division of Student Life (DSL). It is expected that in most cases involving students, DSL will request that the investigation be conducted by Investigators from the T9BR Office. Following any investigation, a written report will be provided to the COD to assist it in making its findings and, if necessary, determining sanctions. If the reporting or impacted party, or the BRT, determines an informal response is needed, the BRT will coordinate with relevant campus stakeholders to create a response plan. The response plan may include offering assistance for the reporting or impacted party such as counseling, health care, academic support, or assistance with changing living arrangements, class schedule, or work schedule. The response also may include educational follow-up with an individual or group, training and outreach, no-contact requests, and awareness campaigns. All reported cases will be documented by the BRT for tracking purposes.

4. Implementing, Monitoring, Re-assessing, and Following Up on the Plan

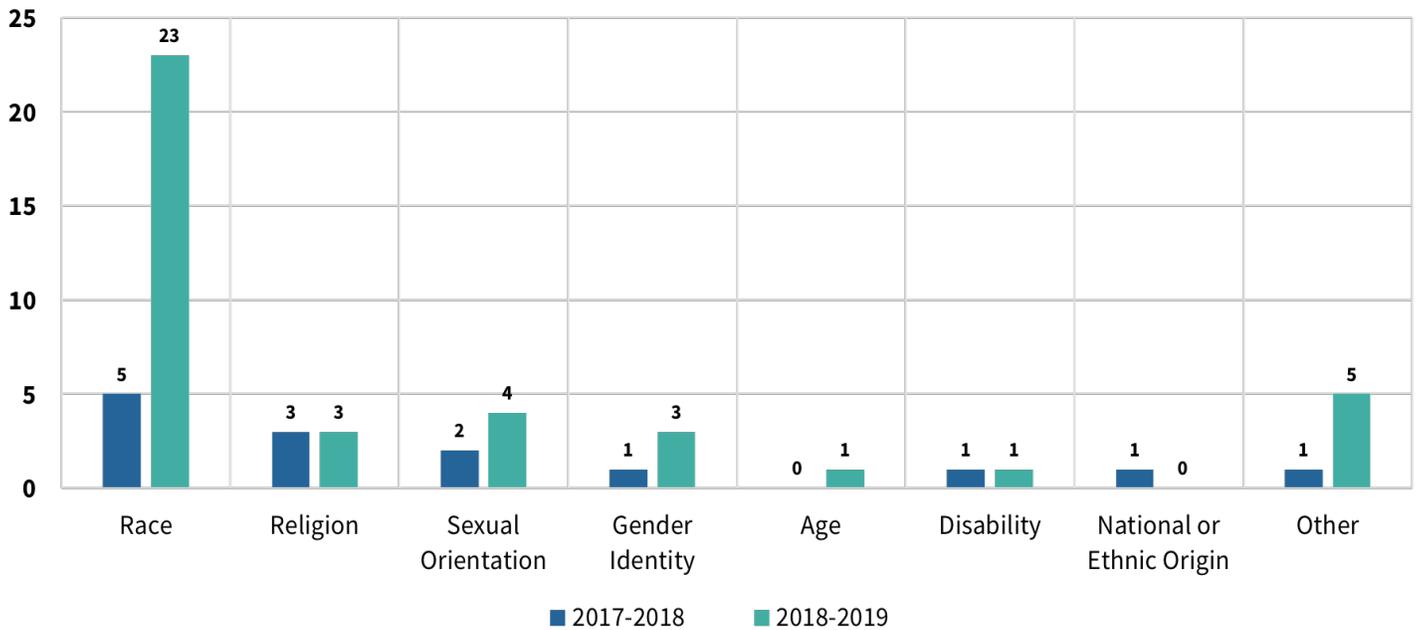
The BRT will regularly review cases to ensure the response plans are implemented. The BRT may decide to refer an individual to other MIT resources or offices for additional assistance or response. The BRT, with assistance from appropriate resources, is responsible for monitoring any response plan and coordinating any changes or adjustments to the plan as necessary depending on the facts and circumstances as they develop.



BIAS INCIDENT REPORTING

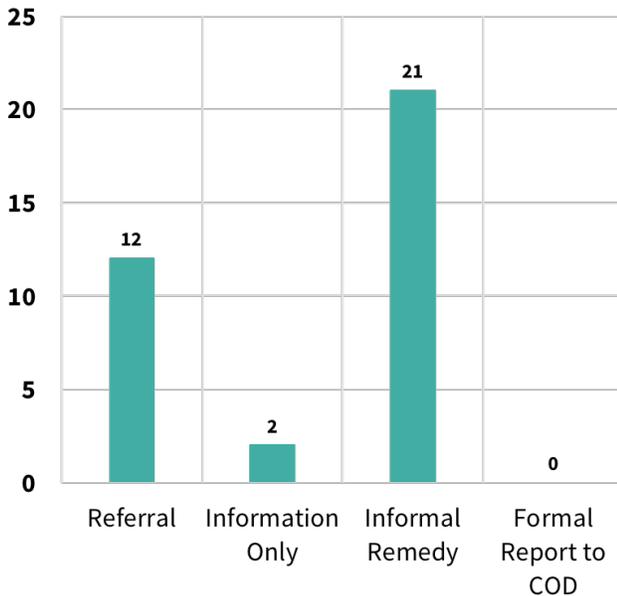
During the 2018-19 academic year, the Bias Response Team was notified of 35* incidents of bias. Reports were made directly to a member of the BRT or through an online form available on the T9BR website.

Figure 7



*Reporter was able to choose multiple categories of bias

Figure 8



Response to Reports Filed in 2018-19:

Formal Report: the reporting party submitted a report with the BRT and asked for assistance filing a formal complaint with the Committee on Discipline (COD) against a student or student group.

Informal Remedy: the reporting party submitted a report with the BRT in order to learn information about reporting options, counseling, academic support, MIT resources, accommodations, or educational follow-up.

Information Only: the reporting party submitted a report with the BRT that was anonymous or they specifically asked that it be included for statistical tracking purposes only.

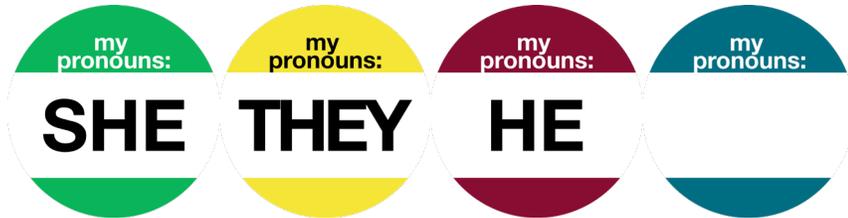
Referral: the reporting party reported the incident and was referred to a resource that could appropriately support them.

TITLE IX STUDENT ADVISORY COMMITTEE

Recognizing the integral role that students play in helping create a safer MIT, the T9BR office supports a Title IX Student Advisory Committee (TIXSAC). The committee is made up of undergraduate and graduate students who provide the office with feedback, serve as information ambassadors to the community, and create and support initiatives to make MIT a more equitable community. The larger committee meets monthly and subcommittees meet as needed.

The Title IX Student Advisory Committee strives to create an inclusive culture that is safer, active, and more empowering. In the 2018-2019 academic year, TIXSAC created and implemented pronoun stickers for events, hosted a comment writing website and event for the draft Title IX regulations from the Department of Education, and offered critical feedback on how to improve the marketing materials of the office.

T9BR is grateful to this group of students for sharing their perspective and providing meaningful feedback.



Available at titleix.mit.edu/pronouns



TIXSAC members with MIT Staff at 2019 Change-Maker Awards

OFFICE TRANSITION

In the spring semester of 2020, T9BR will become the Institute Discrimination and Harassment Response (IDHR) Office. In addition to handling student concerns related to Title IX and gender-based discrimination (including sexual assault and sexual harassment), our office will now be a central resource for the entire MIT community regarding concerns or experiences with discrimination, bias, and harassment. This centralization is an Institute-wide effort to streamline the informal and formal complaint processes, ensure that a dedicated and well-trained team is available to address issues, and establish centrally tracked incident reports at MIT.

With this change in scope, our office will add two new roles including a **Manager of Investigations** and a **Case Manager**:

The **Manager of Investigations** will investigate complaints involving faculty/staff based on a protected category under MIT's nondiscrimination and harassment policies and will oversee staff investigating formal complaints of discrimination/harassment involving students.

The **Case Manager** will share the role of conducting initial assessments of reported cases with the Title IX Coordinator to determine resolution pathways based on the desired outcome of the reporting party and the safety needs of the community. Additionally, they will develop and implement a case management plan for each reported incident requiring follow-up, including records of all informal or remedies-based resolutions.

As part of the office transition, the office will be launching a new website and updating all existing promotional materials. Reach out to bkaushal@mit.edu for updated documents and materials.





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