

# ANNUAL SECURITY REPORT SEPTEMBER 2008 DARTMOUTH COLLEGE

Safety at Dartmouth .....	1
Sexual Abuse .....	13
Maintaining a Drug-Free Environment .....	17
Equal Opportunity and Affirmative Action .....	21
Campus Resources & Contact Information .....	24



# **Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Document 2007**

The information in this document is provided to help enhance campus safety at Dartmouth College.

The Department of Safety and Security encourages you to read this document and to know and use all safety precautions and services that are available to you. Help all of us keep Dartmouth College safe and secure.

Harry C. Kinne, Director of Safety and Security and College Proctor, Dartmouth College

**Department of Safety and Security (603) 646-4000**

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## **About Safety**

Dartmouth College is concerned about the safety and welfare of every member of its community, which includes students, faculty, employees, guests and visitors. To promote safety in the campus community, Dartmouth has developed a number of programs, policies, and procedures aimed at providing a safe and secure learning and working environment.

Realistically no town, large or small, can be free of all crime. The same is true for institutions of higher education. Dartmouth College believes that a safer campus results from a partnership between many constituencies beginning with the efforts of each individual. The following information is provided to assist each community member and visitor in contributing to a safer Dartmouth College.

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## **About Dartmouth**

Dartmouth College is located in the quaint New England town of Hanover, New Hampshire (population 10,850) The Dartmouth campus consists of more than 140 academic, administrative, residential and recreational buildings situated on a 200-acre tract of land about 125 miles northwest of Boston, Massachusetts. Dartmouth is the academic and cultural hub of the Upper Connecticut River Valley. Visitors to the campus are numerous, and many local residents and alumni attend activities and events sponsored by the College.

Dartmouth College is a private coeducational liberal arts institution with an enrollment of 4,164 undergraduate and 1,685 graduate and professional school students. The College employs 976 faculty, 349 research associates and 3,431 staff and service employees. Students, faculty and employees at Dartmouth have access to the academic, recreational and administrative facilities on campus during business or posted open hours. The College reflects the nature and feel of a small New England village despite the many activities on campus.

It is, however, important to always remember that like all colleges, Dartmouth is not immune to crime. Dartmouth encourages everyone to take appropriate personal and collective precautions when living, learning, working, and playing at the College. All community members are encouraged to report any unsafe condition or crime immediately to the Department of Safety and Security and Hanover Police.

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## The Department of Safety & Security

Campus safety is everyone's concern and responsibility at Dartmouth. Campus safety and security is coordinated by the Department of Safety and Security which reports to the Dean of the College. The department's 34 men and women share a primary objective to help provide a safe and secure environment through preventive patrol, emergency response, problem solving, programming and activities.

The department is located at 5 Rope Ferry Road and is staffed 24 hours per day with trained safety and security personnel who provide patrol, prevention and emergency response for the campus community. 18 Officers and Guards patrol the campus on foot, in vehicles and on bicycles. They are actively involved in the personal and physical security of the campus. 7 communications personnel provide continuous coverage of the Communications Center to answer departmental calls for service and to provide assistance in routine and emergency situations. Assisting the Director of Safety and Security and College Proctor in administering all the responsibilities of the department is an Associate Director, 8 supervisory personnel including 2 full-time investigators, and 2 administrative support personnel. The department also employs several part-time special officers to supplement its staffing.

Safety and Security personnel are trained in a variety of areas relating to their function on campus including CPR/Defibrillators, emergency response, patrol techniques, customer service, marine safety boat operation, management of aggressive behavior, and other areas related to their responsibilities. All personnel have completed the New Hampshire Campus Safety Academy consisting of 7 days of training related to campus security.

All personnel are equipped with two-way radios that keep them in constant contact with the central Communications Center of the department. This center is in both radio and telephone contact with the Hanover Dispatch Center. Safety and Security personnel do not have powers of arrest and thus rely upon local law enforcement when the need arises. Dartmouth Safety and Security encourages anyone who is a victim of crime on or near campus to report it both to local law enforcement and to Dartmouth Safety and Security. The department maintains a positive professional relationship with Hanover, Lebanon, Norwich, and Lyme Police and is regularly in contact with the members of the Hanover Police Department relating to issues affecting the campus or the town of Hanover.

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## Crime Prevention Efforts

The Department of Safety and Security has many programs to educate members of the campus community about safety practices. Its crime prevention programs seek to minimize criminal opportunities whenever possible and to encourage students, faculty and employees to assume responsibility for their own security and the security of others. Other departments at Dartmouth, including Facilities Operations and Management, Environmental Health and Safety, and Residential Life, are also involved in maintaining a safe and secure campus. Dartmouth's crime prevention programs and projects include:

**Presentations:** Members of the department conduct crime prevention "roadshows" in the residence halls and encourage students to follow good safety practices such as locking doors and automobiles, registering bicycles, and engraving personal property. Similar "roadshows" are offered to employees, graduate students and professional school students.

**RAD (Rape Aggression Defense Course):** The Rape Aggression Defense Course was developed to empower women through self-defense. The RAD System objective is “to develop and enhance the options of self-defense, so they may become viable considerations to the woman who is attacked.” This course includes crime prevention/risk techniques, voice commands, and basic self-defense techniques. The program also has a lifelong self-defense return policy that allows the women to return to a RAD class anytime, with any instructor, anywhere, free of charge for a lifetime of practice. For more information or to sign up for the course, please contact one of the instructors through the Department of Safety and Security at (603) 646-4000.

**Workplace Violence Program:** The Department of Safety and Security offers a workplace violence program for the campus. Workplace violence can impact all employees. Being aware, having information about what to look for, and knowing how to respond are useful tools for all members of a community.

**Investigations:** All reports of incidents received by Safety and Security are reviewed by one of the Department's full-time investigators. If a report requires follow-up action, the assigned investigator will seek either direct resolution or prepare the case for review at the relevant Dean's Office as appropriate.

To help provide as safe an environment as possible in our community the investigators work cooperatively with the detectives of the Hanover Police and other departments in the surrounding community.

**Night Safety Escort Service:** Walking escorts are available in the evening during the academic terms for community members who have to walk the campus alone. Either students hired by Safety and Security or full-time Safety and Security personnel may perform these safety escorts.

**Web Page and Blitz Bulletin Topics:** Throughout the year, the department posts notices under two Blitz Bulletin topics available to BlitzMail users: Safety and Security and Safety Awareness Tips. Bulletin subjects include crime prevention tips, campus crime statistics, Safety and Security services, awareness bulletins and other safety-related topics. Crime prevention information is also available on the Department's Web Page:

<http://www.dartmouth.edu/~security/services/>

**Dartmouth Bicycle Patrol:** This patrol is designed to provide a highly visible profile on campus, to educate students on bicycle safety, to increase the level of contacts on a daily basis, and to more efficiently patrol the interior areas of the campus.

**Electronic Alarm System:** An electronic monitoring system, located in the Safety and Security Communications Center, monitors a campus-wide network of intrusion detection, fire and panic alarm systems, as well as electronic access control functions.

**Lighting and Grounds Surveys:** Walking tours of the campus to review exterior lighting are conducted each year by a safety committee composed of students and representatives from Residential Life, Facilities Operations and Management, Office of Integrated Risk Management and Insurance, the Dean of the College, and Safety and Security. Recommendations for improvements are submitted to the appropriate offices for action. The College also routinely surveys shrubbery and trees to ensure clear, unobstructed visibility for students, employees and guests who walk from building to building.

**Engraving and Bicycle Registration:** The engraving of serial numbers or owner-recognized numbers on items of value and the registration of all bicycles is strongly promoted and made available free-of-charge by the Department of Safety and Security. These identifying numbers assist with recovery of stolen articles. To register a bicycle or to borrow an engraver, free of charge, stop by the Department of Safety and Security.

**Security Surveys:** Surveys are conducted to help identify security concerns in any College office or residential area. The surveys are free and used to improve safety by altering design or procedures in the workplace or living space. Trained personnel will visit the area and document recommended changes to create a safer and more secure area.

**Crime Prevention through Environmental Design:** Department personnel trained in this field assist with design issues (new building site or renovation) as it relates to crime prevention. These issues include four basic design considerations: territoriality, access control, surveillance and maintenance. Some examples of these considerations are the placement of emergency telephones, office design, positive barrier placement, lighting, ground maintenance (reduction of overgrowth, blocking of lighting, etc.), and individual safety recommendations for the designated area.

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## Building Security

The Dartmouth campus is surrounded by the community of Hanover and offers many activities and programs that are open to the public.

For the most part, the campus and its buildings (excluding residential buildings) are also open to the general public during business hours. Most College administrative and academic buildings are locked from 10:00PM (or earlier) to 6:00AM on weekdays and all day on weekends. Residential buildings are generally locked 24 hours a day. Safety and Security personnel routinely enter buildings to patrol and to provide service during all hours of the day. Employees, students and visitors are encouraged to call the Department of Safety and Security to request assistance at any time by dialing (603) 646-4000. (6-4000 from College extensions)

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## Residence Hall Security

Dartmouth College operates 59 coeducational residence halls on campus for undergraduates, on-campus residences for graduate and professional students, and off-campus housing units in Sachem Village located in West Lebanon, New Hampshire. The Office of Residential Life operates the 42 on-campus undergraduate residence halls, 7 free-standing affinity houses, and also owns 7 buildings on campus which house coed, fraternal, and sororal (CFS) organizations. An additional 15 privately owned CFS houses and one undergraduate society on campus are supervised by Residential Life. Approximately 500 undergraduates and most graduate and professional students live off-campus in private homes or apartments. Dartmouth does not oversee non-College-owned off-campus housing and is not involved in safety oversight of this housing unless the Hanover Police request College assistance.

Professional community directors and graduate and undergraduate student advisors live in the undergraduate residence halls. All Residential Life staff members undergo training in safety and security policies and support the efforts of the Department of Safety and Security to educate students in residence about campus safety.

Undergraduate residence hall entrance doors are locked for student safety twenty-four hours each day. For certain programmatic initiatives, specific doors to residential halls may be unlocked for a limited period of time to allow entrance of visitors. Students gain access to the residence halls by using their ID cards to open exterior doors. Guests and delivery personnel use telephones located at the main entrances to contact residents. Students are expected to meet their guests and accept deliveries at the entrance.

Students' keys open their assigned individual room or suite door within the building. Most entry doors to each room or suite of rooms are equipped with a dead bolt and all windows have locking devices. Students are encouraged to lock their doors at all times and to promptly report the presence of any suspicious persons or unusual activities in the residence halls. Safety and Security personnel make rounds through all of the residence halls, special interest academic affinity residences and CFS houses on a regular basis.

Additional hall security procedures are in effect for students during weekends when many visitors are on campus (for example, Homecoming and Winter Carnival). Security foot patrols are increased and posters are circulated in advance cautioning students about personal safety and safeguarding personal property.

During intersession periods an undergraduate with interim housing approval is permitted to remain on campus, although not necessarily in the room to which he or she is assigned during the academic terms before or after the interim period.

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## **Crime Reporting and Emergency Response**

Any student, faculty member, employee or guest can directly report suspected criminal activities and other emergencies on campus by calling Safety and Security at (603) 646-4000 (6-4000 from campus extensions). Trained communications personnel are available 24 hours a day to respond to emergency calls. The Department of Safety and Security encourages those with complaints of potential criminal action to communicate directly with local police authorities as well as with the College.

When the Department of Safety and Security receives a report Safety and Security personnel are dispatched as promptly as possible to evaluate the situation and to contact local authorities as needed. In a police, fire, or medical emergency the department will routinely alert local emergency responders upon receipt of the call to respond as well. Dartmouth Safety and Security maintains radio and telephone communication with Hanover Dispatch which helps insure a quick response if needed.

The Department of Safety and Security maintains an excellent working relationship with the local police. The Director of Safety and Security and College Proctor and the Hanover Chief of Police communicate regularly, sharing appropriate information regarding criminal activity on-and off-campus. Officers from both departments interact daily on issues of campus and town safety. The Director of Safety and Security and College Proctor, and the department investigators also communicate regularly with local authorities in surrounding communities regarding College-related activities and incidents. Hanover Dispatch logs are also reviewed by the Department of Safety and Security to insure that all appropriate incidents are recorded.

Numerous efforts are made to advise members of the campus community on a timely basis about campus crime and crime-related problems. Daily crime logs maintained in accordance with federal requirements are kept at the Department of Safety and Security at 5 Rope Ferry Road and are available for review. If circumstances warrant, special printed crime alerts are prepared and distributed either selectively or throughout the campus to provide timely warning of significant events possibly affecting the campus

community. Articles about thefts and personal safety appear in the student newspaper from time to time and are regularly posted on the Safety and Security Blitz Bulletin site. Information about undergraduate adjudication of alleged violations of Dartmouth's Standards of Conduct and about confidential reports of sexual abuse made to the Coordinator of Sexual Abuse Awareness Programs are available in separate publications. Contact the Dean of the College Office at (603) 646-2243 for more information. Anyone with knowledge of a crime or possible crime should contact the Director of Safety and Security and College Proctor Harry Kinne at (603) 646-4000 or by contacting Safety and Security Central Communications at (603) 646-4000 (6-4000 from campus extensions).

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## Statistics

Federal law requires colleges and universities to publish reports containing campus security statistics. Amendments made to the Clery Act in 1998 altered the law's reporting requirements, expanding the list of reportable offenses and creating new reporting categories. All statistics (see page 10) in this Annual Security Report reflect the expanded scope of the 1998 amendments.

When reviewing the statistics, please note the following definitions:

“**On Campus**” is any College owned or controlled building or property within the same reasonably contiguous geographic area used by the College in direct support of, or in a manner related to, the College's educational purpose.

“**Non-Campus Properties**” are those owned or controlled by student organizations recognized by the College and those buildings or properties owned or controlled by the College, used in direct support of, or in a manner related to, the College's educational purpose, used by students, and not within the same reasonably contiguous area of the College.

“**Public Property**” is that public property within the same reasonably contiguous geographic area of the College and adjacent to the facilities owned or controlled by the College, if the facilities are used for an educational purpose.

“**Residential Facilities**” include all dormitories and residential facilities for students on campus. This definition is a subset of the "On Campus" category. The numbers reported under "Residential Facilities" are also included in the "On Campus" category.

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*Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics  
for the 2008 Annual Security Report - Dartmouth College*

Offense	Year	On Campus Property	Residential Facilities	Non-Campus Property	Public Property	Total
<b>Murder/Non-Negligent Manslaughter</b>	2005	0	0	0	0	0
	2006	0	0	0	0	0
	2007	0	0	0	0	0
<b>Negligent Manslaughter</b>	2005	0	0	0	0	0
	2006	0	0	0	0	0
	2007	0	0	0	0	0
<b>Sex Offenses, Forcible</b>	2005	14	13	0	0	14
	2006	13	12	0	0	13
	2007	18	16	0	1	19
<b>Sex Offenses, Non-Forcible</b>	2005	0	0	0	0	0
	2006	0	0	0	0	0
	2007	0	0	0	0	0
<b>Robbery</b>	2005	0	0	0	0	0
	2006	0	0	0	0	0
	2007	0	0	0	0	0
<b>Aggravated Assault</b>	2005	0	0	0	0	0
	2006	0	0	0	0	0
	2007	0	0	0	0	0
<b>Burglary</b>	2005	34	20	1	1	36
	2006	46	37	0	0	46
	2007	42	29	2	0	44
<b>Motor Vehicle Theft</b>	2005	1	0	0	1	2
	2006	3	0	0	0	3
	2007	1	0	0	0	1
<b>Arson</b>	2005	3	2	0	0	3
	2006	0	0	0	0	0
	2007	0	0	0	0	0
<b>Liquor Law Arrests</b>	2005	76	35	0	37	113
	2006	84	41	1	20	105
	2007	59	33	0	9	68
<b>Liquor Law Violations Referred for Disciplinary Action</b>	2005	221	122	1	4	226
	2006	153	100	0	0	153
	2007	119	89	0	3	122
<b>Drug Law Arrests</b>	2005	8	5	0	1	9
	2006	1	1	0	0	1
	2007	3	1	0	0	3
<b>Drug Law Violations Referred for Disciplinary Action</b>	2005	14	14	0	0	14
	2006	19	19	0	0	19
	2007	18	18	0	0	18
<b>Illegal Weapons Possession Arrests</b>	2005	0	0	0	0	0
	2006	0	0	0	0	0
	2007	0	0	0	0	0
<b>Illegal Weapons Possession Violations Referred for Disciplinary Action</b>	2005	0	0	0	0	0
	2006	0	0	0	0	0
	2007	0	0	0	0	0

\*During 2005, 2006, 2007 none of the statistics above were reported or determined to meet the definition of a hate crime as defined by The FBI Uniform Crime Reporting Hate Crime Data Collection Guidelines.

\* Crimes reported in the residential facilities column are included in the "On Campus" category.

\*Of the 44 Burglaries reported in 2007, 81% of the rooms were unlocked.

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## Emergency and Crime Reporting Procedures on Campus

The Department of Safety and Security is the central emergency reporting center for the college. In case of an emergency, community members should use the following numbers and procedures.

Police, Fire, Medical Emergencies dial 911

(Hanover Police and Fire Departments are located approximately one mile from the general campus)

Dartmouth College Department of Safety and Security

Emergencies Dial (603) 646-3333 (6-3333 from campus extensions)

Non-Emergencies Dial (603) 646-4000 (6-4000 from campus extensions)

Hanover Police Department

Emergency; Dial 911

Non-Emergency Dial (603) 643-2222

Hanover Fire Department (Fire, HazMat, Medical Emergencies)

Emergency: Dial 911

Non-Emergency: Dial (603) 643-2222

Lyme Police Department

Emergency: Dial 911

Non-Emergency: (603) 795-2047

Norwich Police Department

Emergency: Dial 911

Non-Emergency: (802)-649-1460

Dartmouth Blue Light Telephones (see below)

Emergency: Press the red button

All residence hall telephones, exterior residence hall telephones, pay telephones, elevator telephones, and college extensions throughout the campus can be used for emergency purposes. Student residence telephones with free on-campus service are available to all students.

There are over 100 exterior telephones available for emergency use. Of these, forty-eight (48) are blue light emergency telephones with direct contact to Safety and Security simply by pushing the red button on the face of the unit. These telephones can be used to report a criminal incident, a fire, or any other type of emergency.

All local pay telephones can be used to reach emergency services by dialing 911; no coin is needed.

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## Other Safety Programs

**Facilities Operations and Management (FO&M)** manages and maintains College buildings and grounds with a concern for safety and security. Personnel inspect campus facilities regularly making repairs and responding to reports of potential hazards such as broken windows and locks. In addition, a campus "troubleshooter" (repair generalist) is on call after regular business hours and during weekends to respond to emergency situations involving campus facilities. The Department of Safety and Security assists FO&M personnel by reporting potential safety and security hazards. Students, faculty and staff may also call FO&M at (603) 646-2485 to report any maintenance problems during normal business hours, and (603) 646-2344 after hours, on weekends and holidays. If there is no answer at these numbers, call Safety and Security at (603) 646-4000.

**Environmental Health and Safety (EHS):** Dartmouth College is committed to ensuring the health and safety of our students, faculty, staff, guests and the environment.

The Office of Environmental Health and Safety (EHS) serves as a resource to the Dartmouth community on health and safety issues. EHS is responsible for developing programs and procedures to reduce the potential for accidents, injuries, occupational illnesses and environmental pollution. To do this, EHS provides a range of services to the Dartmouth community--services such as training, information, consultation, compliance inspections and hazardous waste management.

Ensuring health and safety in the workplace is a shared responsibility. Dartmouth expects all supervisors to set a positive example by following safe work practices themselves, considering safety issues when planning and assigning tasks and correcting unsafe conditions. Dartmouth expects all to be safety conscious in their work, notifying their supervisor of unsafe conditions and following established, safe work practices. For supervisors and employees, EHS is always available to provide assistance and information.

No employee of the College shall be discriminated against or be subject to any reprisal for reporting potential health and safety concerns. Dartmouth EHS is also responsible for mitigating potentially hazardous biological, chemical, and radiological emergencies. To report an emergency of this type, call Safety and Security at 646-3333. For more information, Dartmouth EHS can be reached at 646-1762 or by stopping by the office at 37 Dewey Field Road, Suite 6216. Additional information about EHS can also be found at:

<http://www.dartmouth.edu/~ehs/>

**The Office of Integrated Risk Management and Insurance (OIRMI)** is responsible for the coordination of the College's overall risk management program. This includes administration of the Institution's risk financing portfolio (self-insurance and commercial insurance); focused risk control (loss prevention) activities, including claims management for all commercial property and liability (property damage or personal injury) losses; workers' compensation; and the auto liability and auto physical damage programs, including the registration of all College-owned vehicles.

**The Outdoor Programs Office** has developed a series of procedures to reduce the risk inherent in outdoor activities. In addition, the office's Safety Board offers a consultation service to other campus departments to review procedures and guidelines for off-campus programs in the out-of doors. The Outdoor Programs Office also works with the Department of Safety and Security to address safety concerns at the College's waterfront properties and activities on the Connecticut River.

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## **Alcohol and Other Drugs**

Dartmouth College prohibits the unlawful possession, use, distribution, manufacturing or dispensing of illicit drugs and alcohol by its faculty, staff and students on College property or in connection with any College activities. College policies relating to the possession, use and sale of alcoholic beverages and controlled substances comply with federal and state laws and local ordinances. Alcoholic beverages are permitted in designated spaces in student residences and other College buildings, but the use of alcohol on campus must be in compliance with New Hampshire state law which prohibits the use of alcohol by persons under the age of 21. Students and student organizations must also abide by the Student Alcohol Policy. Illicit drugs are not permitted on campus or on any off-campus program. Students are expected to know and comply with Dartmouth College's regulations as well as federal, state and local laws relating to the use, possession, service and distribution of alcohol and other drugs.

Resources are available to help students and employees deal with issues related to alcohol and drug use and misuse. These include information about alcohol and other drugs, counseling and clinical assistance, an undergraduate peer advising program through the College Health Service, and a Faculty/Employee Assistance Program.

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## **Weapons, Firearms**

All weapons are prohibited on the Dartmouth campus. The policy, below, describes an exception for how hunting rifles/shotguns, knives, bows as well as archery supplies and related supplies must be registered and stored with the Department of Safety and Security. The term "weapons" should be understood to include, but not limited to, firearms (including antique and military "trophy" firearms), paint guns, BB and pellet guns, air guns, slingshots, bows and arrows, swords, spears, various kinds of knives other than cooking utensils or pocket knives with a blade length of less than 3", switchblades, and various martial-arts devices capable of being used as weapons. Privately-owned handguns are prohibited anywhere on the Dartmouth campus.

No student may possess or use a firearm, archery equipment, hunting knife or weapons of any type, and corresponding supplies, in Hanover or its environs without a registration receipt for weapon storage, issued by the College Proctor, Department of Safety and Security. Firearms, including rifles, shotguns, air guns, and gas-powered guns, and all ammunition or hand-loading equipment and supplies for same, must be stored in the gun room at the Department of Safety and Security. This applies to students living on or off-campus. Weapons of any type, and corresponding supplies, are not allowed in any College building or in any student residence in Hanover.

Irresponsible use or handling of weapons may be grounds for revocation of permission to register, store or use permitted weapons at Dartmouth. Members of the College community are responsible for understanding all local, state and federal laws governing the use of firearms, as well as the safe handling procedures and risk factors related to the specific firearm(s) they intend to use. The standard hunter safety course will be given each fall to accommodate student demand and will be coordinated by the Department of Safety and Security. Incoming students who have previously passed a recognized Hunter Safety Course from any state need not repeat the course but must submit a copy of the Hunter Safety certificate to obtain a Registration Receipt for Firearms Storage. Students and employees storing weapons solely for marksmanship purposes may substitute evidence of having successfully passed a certified Safe Weapon Handling Program upon approval of the Department of Safety and Security. No registration receipts for firearms storage will be issued for the possession of rifles or shotguns that cannot be legally used in the State of New Hampshire. It is the responsibility of students and employees to determine whether their guns comply with New Hampshire law before they present them for examination and storage.

Registration receipts for firearms storage are issued for one school year and can be renewed upon request and without further examination. When receipts are granted, the make, model, serial number, and caliber of the weapon concerned are recorded on the receipt and filed in the Department of Safety and Security.

Registered firearms are available for withdrawal and storage 24 hours a day through the Department of Safety and Security, but only the authorized receipt holder is permitted to pick up and deposit the firearm. During normal working hours, students have access to their firearms for maintenance, for which the College supplies a limited amount of cleaning equipment.

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## State and Local Ordinances

State and local ordinances regarding firearms govern all members of the College community as well. Community members are responsible for compliance with state and local laws concerning weapons as well as with Dartmouth policy, which is more restrictive. The usual interpretations of the intent of the state and local ordinances are as follows:

- No type of firearm may be fired within the limits of the "Compact Part" of the Town of Hanover, (as defined by Ordinance 31 of the Town of Hanover) without permission of the Chief of Police.
- Rifles and shotguns, unloaded, may be carried in hand or in a vehicle.
- A person carrying a firearm of any kind "in woodland" is violating hunting laws unless licensed by the Fish and Game Commission. Pasture land and open country off the highways as well as wooded areas are included in this definition.
- The use of certain types of guns and ammunition is prohibited. Specific information may be obtained from the local chief of police and game wardens.
- No one may possess with intent to sell, or carry weapons such as stilettos, switchblades, daggers, or metal knuckles.
- No one may provide a martial-arts weapon to a person under 18 without written consent of that person's parent or guardian.
- Specific information may be obtained from the local chief of police or game warden.

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## Personal Responsibility

The cooperation and involvement of all members of the College community (students, faculty, employees, guests and visitors) in a campus safety program are essential.

Community members can and should assume responsibility for their own personal safety and the security of their personal belongings by taking simple, common-sense precautions. Room doors should be locked at night and whenever the room is unoccupied. Valuable items such as computers, stereos and cameras should be marked with engraving instruments provided by the Department of Safety and Security. Bicycles should be registered and secured with a sturdy lock. Cars should be locked at all times, and valuables that must be kept in the car should be locked in the trunk or covered from outside view if there is no trunk.

It is important to report promptly any suspicious persons, activities or unusual incidents in residence halls or other campus buildings to the Department of Safety and Security.

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## Sexual Abuse

Students and recognized organizations are prohibited from engaging in sexual abuse of any kind. The wide spectrum of behaviors encompassed by this regulation calls for a variety of sanctions. The most egregious behaviors encompassed by this regulation, and cases of repeated violations, will incur the most serious sanctions the College can impose, up to and including separation.

Sexual abuse includes, but is not limited to:

- Conduct of a sexual nature which reasonably would be expected to have the effect of threatening or intimidating the person at whom such conduct is directed;
- Intentional physical contact with an intimate part of the body of another person without that person's consent;
- Sexual intercourse when such contact is achieved without consent; through physical force, coercion, or threat; or in situations in which the victim is unable to give consent because of physical or mental incapacitation by reason of drug or alcohol consumption, sleep, or unconsciousness.
- Some examples of sexual abuse may be:
  - Two students had been flirting with one another earlier in the evening. One of the students misinterprets responses from the other student and forces sexual intimacy, ignoring requests that it stop.
  - During the course of an evening, a couple is initially comfortable with sexual contact, but then one says the intimacy has gone too far and asks for it to stop, while the other continues the sexual contact despite those objections.
  - A student feels justified in forcing a partner to have sex because the couple has had a previous sexual relationship.
  - A student says "no" quietly or timidly, yet another student continues to proceed with sexual advances.
  - Any inappropriate or non-consensual contact such as pinching a person's buttocks.

*See 2008-2009 Student Handbook.*

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## 2008-2009 Student Handbook Discussion of Consent

Intimate sexual activity requires consent. As stated in the policy above, an individual may be unable to give consent "because of physical or mental incapacitation by reason of drug or alcohol consumption, sleep, or unconsciousness." In adjudicating alleged violations of the sexual abuse standard, the COS will be informed by its judgment as to whether a reasonable person should have known the alleged victim was unable to consent because of these circumstances. Consent to sexual activity may be communicated in a variety of ways, both verbal and non-verbal. One should presume there is no consent in the absence of a clear, positive indication of consent. Verbal communication prior to engaging in sexual activity certainly can help to clarify for the individuals involved whether or not there is consent.

Likewise, non-consent or lack of consent may also be communicated in a variety of ways, both verbal and

non-verbal. A verbal "no" (or its verbal or non-verbal equivalent) indicates unwillingness to participate in sexual activity. Even in the absence of a verbal "no," physical resistance is not necessary to communicate a lack of consent, which can be communicated in a variety of other ways depending upon circumstances or context.

Frequently, students express confusion about the concept of consent, what it looks like and sounds like. There's a great deal of misunderstanding and differently held beliefs about what is meant by a gesture, a word, a sigh — even between long-time friends or sexual partners. People who have been intimate in the past may mistakenly assume that the same forms of intimacy will always be welcome in the future. The use of alcohol or other drugs can cloud people's understanding of whether consent has been given (or even sought). Consent and non-consent come in many forms, and it is important for all sexually active persons to seek clarity and mutuality with regard to the consensual nature of their sexual activity. It is also important to recognize that, however potentially awkward, talking about your own and your partner's sexual desires, needs, and limitations is a basis for a positive relationship.

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## If It Happens to You

If you need emergency assistance, call one of the emergency numbers listed on the last 2 pages of this publication. You also have the option of notifying proper law enforcement authorities. The Coordinator of the Sexual Abuse Awareness Program, Safety and Security, and/or the deans can help you in the notification process. If it is possible that a criminal complaint may be filed, the timely collection and preservation of evidence may be necessary in order to prove criminal sexual assault. Bathing or changing clothes may destroy important physical evidence. By contacting the Resources listed at the end of this publication, you can get an explanation about what the evidence collection process entails and can get assistance in identifying and preserving potential evidence. You may also request a change in academic and living situations after a sexual assault incident, if such changes are reasonably available.

**If you are a student** and would like to file a complaint with the College, contact the Coordinator of the Sexual Abuse Awareness Program, the Director of the Undergraduate Judicial Affairs Office, your class dean, or the appropriate graduate/professional school dean or student affairs officer. These individuals can inform you of the relevant disciplinary procedures and how these procedures might apply in particular circumstances. They will also tell you that the accuser and the accused in a sexual abuse case have the same opportunities to have others present during a disciplinary hearing, and that both are informed of the outcome. The full range of disciplinary sanctions may be imposed in sexual abuse cases, up to and including suspension and permanent separation from the College.

The undergraduate, graduate and professional school deans are always available to provide personal and administrative support.

**If you are an employee** you should know that sexual assault includes, but is not limited to, unwelcome physical contact of a sexual nature. Reports of alleged sexual assault will be investigated thoroughly and corrective action will be taken, up to and including termination of employment where circumstances warrant. In addition, the College has identified multiple sources where sexual assault can be reported. Employees who wish to report instances of sexual assault are encouraged to speak to their supervisor or others within their direct management team. The offices of the Sexual Abuse Awareness Program, Human Resources, the Office of Institutional Diversity & Equity, the College Ombudsperson and the College Proctor (Safety and Security) may also be contact points for reporting sexual assault. Finally, employees may find support through the Faculty/Employee Assistance Program, the Tucker Foundation, the Center for Women and Gender and the WISE hotline (see: [Resources](#)).

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## Behavioral Facts

You need to know:

- If you have sex or attempt sex without the other person's consent, you are committing a crime - even if you have had sex with the person before.
- It is NEVER OK to force, coerce or manipulate any kind of sexual behavior on another person. If the person indicates they are not interested or are not sure, do not proceed.
- Say "no" when you mean no, say "yes" when you mean yes. Stay in touch with your feelings to know the difference.
- Do not make assumptions. Don't assume that the way a person dresses or acts is an invitation for sexual advances. A person may welcome some forms of sexual contact and be opposed to others.
- Do not assume that one form of sexual contact necessarily opens the door to any other sexual contact.
- A "yes" from an individual who is under the influence of alcohol or other drugs may not necessarily mean "consent."
- Being under the influence of alcohol or other drugs is not an excuse for abusive behavior. This includes sexual abuse.
- Trust your feelings. If you feel you are being pressured into unwanted sexual activity you are right.
- Even if you have been sexually involved with someone in the past, you still have the right to say no.

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## New Hampshire Law

*THERE ARE NO EXCUSES FOR SEXUAL ABUSE.*

- “Sexual Assault” is a misdemeanor. It is generally defined as sexual contact that is forced on an unwilling person through means such as physical force, coercion, or the administering of an intoxicating substance.
- “Felonious Sexual Assault” is a Class B felony. It occurs when a person commits "sexual assault" (as defined above) and also causes serious personal injury to the victim.
- “Aggravated Felonious Sexual Assault” is the legal term for rape and is a Class A felony. This includes any sexual penetration of an unwilling person by using force or threat of force (physical or otherwise, stated or implied). Also included is sexual penetration of a person who is incapacitated because of intoxication or mental impairment.

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## Registered Sex Offender Information

Law enforcement information regarding registered sex offenders in this area may be obtained by calling the Hanover Police Department at (603) 643-2222. Information on New Hampshire sex offenders can also be accessed on the web at <http://www.egov.nh.gov/nsor/result.asp>. For information about sex offenders in Norwich VT check with the Norwich Police Department at (802) 649-1460.

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## **Sexual Abuse Awareness Program**

The Sexual Abuse Awareness Program, under the joint supervision of the Health Resources Program and the Center for Women and Gender, educates men and women at Dartmouth about sexual abuse issues, including communication and consent, sexism, date rape, harassment, and assault. The program provides workshops and other presentations for residence halls, CFS houses, student organizations, faculty, administrators and staff. Finally, the Coordinator of the SAAP serves as a confidential resource and support person for students dealing with specific incidents of sexual abuse. Contact: Center for Women and Gender (603) 646-3456

## **SAPA (Sexual Abuse Peer Advisors)**

SAPA's (Sexual Abuse Peer Advisors) are a group of Dartmouth students who have been trained to provide peer support and to respond to their peers' questions about medical, emotional, academic, counseling, reporting and other issues surrounding sexual abuse. Students can access the Sexual Abuse Peer Advisors List over BlitzMail. Select the "Bulletins" icon on the left side of the BlitzMail screen, and click on the "Sexual Abuse Peer Advisors" heading. The Bulletin provides a brief explanation of the program as well as the names and short biographies of the current peer advisors.

## **Men's Project**

The Men's Project is an anti-violence, anti-sexism initiative focusing on men and masculinity. It is part of the Center for Women and Gender. The Project coordinates campus-wide programs and supports Mentors Against Violence (MAV) as well as other activities. Contact: Center for Women and Gender Director (603) 646-3456

## **Academic Assistance**

Students who have experienced sexual abuse sometimes find themselves unable to concentrate on all of their course work. Under appropriate circumstances, the deans can assist in requesting arrangements to extend deadlines for class assignments, postpone examinations, change living situations, and provide other assistance. Contact: Class Deans and Graduate and Professional School Deans (see: [Resources](#))

## **RAD (Rape Aggression Defense Course)**

The Rape Aggression Defense Course was developed to empower women through self defense. (See [Safety at Dartmouth](#) for a program description). For more information or to sign up for the course please contact the instructors (Sgt. Mark Lancaster or Sgt. Rebel Roberts) through the Department of Safety and Security at (603) 646-4000.

## **Sexual Assault Protocol**

The protocol, referred to particularly by deans and counselors on call, helps staff provide professional and compassionate responses to students no matter where they choose to report. Contact: Dean of the College Office (603) 646-3098.

## **Center for Women and Gender**

The programs held at and sponsored by the Center for Women and Gender and the campus-wide work of its staff are designed to aid the college in encouraging gender equity on campus. That work includes supporting the Sexual Abuse Awareness Program and encouraging everyone on campus to approach the CWG as a resource for educating the campus about the circumstances, prevention and treatment of sexual abuse. Contact: Center for Women and Gender Director (603) 646-3456.

## How to Help a Friend Who Has Been Sexually Abused

- Believe your friend. Many people who have been sexually abused fear that no one will believe them, or that their experience will be trivialized.
- Let your friend be in control of the situation, i.e., deciding who is informed of the incident and what resources she/he wants to contact. Trust and control over your friend's life has been disturbed. She/He needs to regain control and needs to be able to trust you. Respect confidentiality.
- Reassure your friend that she/he is not to blame. Let your friend know you care. This may be the first time your friend has talked about the abuse.
- Inform your friend about the resources listed in this brochure.
- Get help for yourself. You may feel the need to talk with someone about your own feelings and concerns.

REMEMBER: Questions like, "Why didn't you scream?" or "Why were you seeing him?" seem to blame the victim and are not helpful. You might say, "It is difficult to scream when you are frightened." People may do things that may seem risky, *but no one asks to be sexually abused.*

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## Medical and Community Resources

Dartmouth College Health Services, located at 5-7 Rope Ferry Road, provides comprehensive confidential medical services for students who have experienced sexual abuse. Call (603) 646-9401 for a consultation or to schedule an appointment.

Dartmouth-Hitchcock Medical Centers Emergency Department, (603) 650-7000, located in Lebanon, provides survivors of sexual violence with comprehensive care and treatment, including medical evidence collection and treatment, STD testing, and pregnancy testing and referral.

Women's Information Service (WISE) in Lebanon is a community service agency dedicated to serving victims of domestic and sexual violence and their families. In addition to a 24-hour crisis line, (603) 448-5525, WISE provides advocacy for clients in local courts and police stations and provides referrals for counseling and other services.

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## Maintaining a Drug-Free Environment

### Introduction

Dartmouth College recognizes that substance abuse at the College poses a threat to the health, safety and general well being of all members of the College community. The effects are not only felt by the individual abuser, but by everyone associated with him or her.

Accordingly, the College is committed to providing a learning and work environment free of the use of illicit drugs and the abuse of alcohol, including the promulgation of policies and the provision of educational and treatment programs which meet federal and state regulations as well as the needs of the College and its faculty, staff and students.

To reaffirm this commitment and to comply with the Drug-Free Schools and Communities Amendments of 1989 and the Drug-Free Workplace Act of 1988, the Department of Human Resources and the Office of the Dean of the College are providing you with the information that follows. Intended for all faculty, staff, and students, it describes College policies with respect to substance abuse and the disciplinary sanctions which will be imposed on students and employees who violate these policies; federal and state laws pertaining to the unlawful possession, use, or distribution of illicit drugs and alcohol; the health risks associated with the use of illicit drugs and the abuse of alcohol; and descriptions of how and where to seek assistance in dealing with a drug and/or alcohol problem.

Students, faculty and employees are accountable for the consequences of their own decisions to use or distribute illicit drugs or to serve or consume alcohol. They are also responsible for knowing and complying with applicable College policies and federal, state and local laws relating to drugs and alcohol.

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## **College Policy on Alcohol and Illicit Drugs**

Dartmouth College prohibits the unlawful possession, use, distribution, manufacturing or dispensing of illicit drugs or alcohol by its faculty, staff, and students on College property, as part of the performance of College duties, or as part of Dartmouth activities. The College will take disciplinary action against violators, consistent with federal, state and local laws.

## **Drug-Free Workplace Policy**

Under the regulations of the Drug-Free Workplace Act of 1988, any individual who is a Dartmouth employee, including students, working under a federal grant or contract, must notify their supervisor of a workplace-related criminal drug conviction within 5 days of the conviction. In addition, the College will within 30 days of the notice of conviction take appropriate disciplinary action and the employee must participate in an approved drug abuse or substance rehabilitation program.

## **Student Alcohol and Drug Policies**

The Student Alcohol and Drug Policies, which are printed in the undergraduate Student Handbook, apply to all students, graduate and undergraduate.

## **College Disciplinary Sanctions**

The College will impose disciplinary sanctions on students, faculty, and employees who violate the above-stated policies. Depending on the circumstances, these sanctions may range from a minimum of educational activities or satisfactory participation in a rehabilitation program to a maximum of separation or termination from the College. Although the College does not act as a law enforcement agency it will not protect individuals who have violated the law. Further, the College will cooperate to every feasible extent with law enforcement officials if an on-campus investigation is necessary.

## **Federal, State, and Local Laws**

Various federal, state and local laws prohibit the illegal use, possession, manufacture, sale, or distribution of illicit drugs and alcohol.

## **Illicit Drugs**

New Hampshire and federal law prohibit the possession and distribution of controlled substances. Common examples of controlled substances as defined by law are marijuana, cocaine, crack, heroin and LSD.

Criminal sanctions for violation of these laws range from fines to imprisonment. The severity of the penalty depends upon factors such as the nature and amount of the controlled substance and may be compounded for repeat offenses. Federal law now makes students convicted of the possession or distribution of controlled substances ineligible for any federally sponsored loan, grant or work-assistance program. The period of ineligibility varies according to the type of offense and the number of prior offenses, as do the requirements for reinstatement. Students with concerns regarding the scope and effect of this law should consult their financial aid officer. More information about local, state and federal laws concerning illicit drugs may be obtained at the Office of the General Counsel.

## **Alcohol**

In the state of New Hampshire, purchasing, possession and/or transporting of liquor or alcoholic beverages by a person under 21 years of age is a violation. State and Federal law also establishes penalties for persons who falsely represent their age for the purpose of obtaining alcoholic beverages for themselves or others under the age of 21, and for persons who sell or provide such beverages to minors. Serious penalties may also be imposed for alcohol-related traffic offenses. The Town of Hanover prohibits the possession of open containers of alcohol on roads, sidewalks and other property owned by the town. Violators subject themselves to fines of up to \$200 for each offense. More information about local, state and federal alcohol laws may be obtained from the Office of the General Counsel.

## **Where to Get Help**

There are a number of offices that can provide confidential information and consultation regarding drug and alcohol issues.

## **Faculty and Staff**

If you would like to talk to someone in confidence about a drug- or alcohol-related problem, the Faculty/Employee Assistance Program offers several services to help. Some of the services include education and training in alcohol and other drug-related problems for employees and supervisors, an alcohol film discussion series, groups for people whose lives are or have been affected by alcohol, and people surviving chemical and co-dependency.

The Faculty/Employee Assistance Program also works closely with both public and private community agencies that provide medical and rehabilitative services to people in need of assistance with alcohol or drug dependency. For information, call (603) 646-1165.

## **Students**

While there is a popular myth that all college students binge drink, the actual national survey statistics show that most college students drink moderately. Dartmouth's own evaluation and research team has discovered the same general results.

According to the National College Health Assessment, Spring 2006, “74% of Dartmouth drinkers have 0 - 4 drinks on the average Friday night,” and “56% of Dartmouth drinkers have had 0 - 4 drinks the last time they had the opportunity to drink. In addition, 13% of Dartmouth students self-identify as "non-drinkers" or abstainers.” There are nonetheless some students who drink in high quantities and/or drink frequently. If you are concerned about your (or someone else's) relationship with alcohol and other drugs there are a variety of resources available on campus through Health Services (603-646-9474). A continuum of alcohol and other drug related services and programs including prevention, education, intervention and treatment are available to all students.

Students who violate alcohol or other drug policies, or who are experiencing difficulties with these substances, are encouraged to attend the educational workshops offered through the Alcohol and Other Drug Education Office. Faculty, students and staff can refer students to the Alcohol and Other Drug Education office. Refer to the following comprehensive website for more information about programs and services offered through the Alcohol and Other Drug Education Office:

<http://www.dartmouth.edu/~healthed/focus/aod/aodresources.html>

**Prevention and Educational Programs:** Prevention programs include the comprehensive strategies implemented by the Alcohol and Other Drug Education Office to promote a safer and healthier campus environment. The Coordinator of that office contacts a variety of Dartmouth student organizations, staff and faculty to participate in on-going prevention programs.

For educational programs, the Coordinator of Alcohol and Other Drug Education provides group-specific workshops, presentations and interactive sessions for student organizations, undergraduate groups, College departments, faculty and College staff.

**Drug and Alcohol Peer Advisors:** DAPA’s are undergraduate students who participate in intensive training and education on the biological, psychological, social and cultural aspects of alcohol and other drug use and misuse. This training occurs at least twice a year (Fall and Spring). These undergraduates serve as an information database, a resource to their peers, and a referral point to other alcohol and drug related resources on campus. If you are interested in the DAPA program please contact Alcohol and Drug Education at (603) 646-9474. Or fill out a DAPA application at:

<http://www.dartmouth.edu/~healthed/groups/dapa/>

The Alcohol and Other Drug Education services are offered through Health Resources in the College's Health Services Department. For more information, consultation, or programming, please contact (603) 646-9474.

**Counseling and Human Development:** In the Counseling and Human Development Department, students may participate in confidential individual and/or group therapy. Dartmouth Health Services also provides resources, outpatient referrals, assessments and residential options for students who show signs of problem use or addiction. Blitz Counseling and Human Development or call (603) 646-9442.

**Inpatient Care at Health Services:** Students, Safety and Security officers, or other concerned persons may escort a student who has ingested high amounts of alcohol or other drugs to Health Services for care and an assessment. The level of care for the student is based on the student’s medical and alcohol and other drug status. An Alcohol and Other Drug Treatment Team provides appropriate care and treatment recommendations. Contact the Nursing Staff at Dartmouth's Inpatient Unit, (603) 646-9441

**DCARE:** The mission of the Dartmouth Center on Addiction Recovery and Education (DCARE) is to help ensure that substance use and addiction are effectively addressed within the Dartmouth community and beyond as personal and public health issues, based on sound scientific and clinical understanding as

well as collective experience through facilitation of communication, advocacy, education, and shaping of policies. For more detailed information, please refer to the website: <http://www.dartmouth.edu/~dcare/>

## **Health Risks**

Serious health and personal risks are associated with the use of illicit drugs and abuse of alcohol. Consequences may include temporary or permanent loss of educational opportunities. They may also include temporary or permanent physical or mental impairment, and injury or death.

## **Alcohol Effects**

Alcohol consumption causes a number of marked changes in behavior. Even in low doses (generally 2 drinks in one hour for men and 1 drink in one hour for women), alcohol impairs the judgment and coordination required to drive a car safely. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including relationship and sexual abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Alcohol poisoning, like any other drug overdose, can occur after drinking large amounts of alcohol in short periods of time. Additionally, people who are inexperienced with alcohol use or people who are sensitive to alcohol - can become acutely intoxicated and experience serious effects of alcohol poisoning. The signs and symptoms of alcohol poisoning can include: unconsciousness or semi-consciousness; slow respiration or respiratory difficulties; bluish skin (lips are bluish or bluish skin underneath fingernails); increased or decreased pulse (or no pulse); vomiting or continuous vomiting while semi-consciousness or unconscious; convulsions; strong odor of alcohol. If a student shows these signs it is an immediate emergency. These signs are not exhaustive, and in any emergency situation it is best to call for help when you are unsure. Contact an ambulance or Safety and Security at 911 or (603) 646-4000 or 646-3333 for help with an alcohol-related accident, injury or overdose.

Women who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation.

It is important to note that legal and illegal drugs can speed up the effects of alcohol and have an unpredictable outcome. If you or your peers are interested in learning more about alcohol and other drugs, contact Alcohol and Other Drug Education Office at (603) 646-9474.

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## **Institutional Diversity & Equity-Equal Opportunity & Affirmative Action**

Dartmouth College is committed to the principle of equal opportunity for all its students, faculty, employees, and applicants for admission and employment. For that reason, Dartmouth does not discriminate on the basis of race, color, religion, sex, age, sexual orientation, gender identity or expression, national origin, disability, military or veteran status in access to its programs, organizations, and conditions of employment and admission.

One of the purposes of the Office of Institutional Diversity & Equity is to ensure compliance with Dartmouth's policy of equal opportunity as described above. Any student, student applicant for

admission, employee, or applicant for employment at Dartmouth who believes that he or she has been discriminated against may report such incidents to the directors of Institutional Diversity & Equity, 1 McNutt Hall, (603)646-3197 (mailing address: 6018 McNutt Hall, Room 1, Hanover, NH 03755-3541). The Office will review with complainants various ways of addressing the issue, including use of the disciplinary system, mediation and other forms of appropriate intervention. Information about the Equal Opportunity Grievance Procedure is available in the Office of Institutional Diversity & Equity or on its web page at <http://www.dartmouth.edu/~ide/policies/grievance/index.html>

Although complaints may be brought to the Office of Institutional Diversity & Equity, some issues can be addressed most directly if brought to other administrative offices. In cases where a student has filed a complaint against a faculty member, the report can be made to the offices of the deans of Faculty of Arts and Sciences or the deans of the professional schools. In case where the complaint is against an undergraduate student, the report should be made directly to the Undergraduate Judicial Affairs Office.

Dartmouth College operates under the principles enunciated under Titles VI and VII of the Civil Rights Acts of 1964, Title IX of the Education Amendments of 1972, and the Age Discrimination Act of 1975, which prohibit discrimination on the basis of race, color, national origin, sex, or age in any educational program or activity receiving or benefiting from federal financial assistance; and of Section 503 and 504 of the Rehabilitation Act of 1973, which call for nondiscrimination and affirmative action for persons with disabilities. Coverage extends to such areas as financial aid, athletics, housing, courses, employments, and program accessibility. Other federal regulations that the College adheres to include: Executive Order 11246, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, the Civil Rights Act of 1991, the 1990 Americans with Disabilities Act, and Section 902 of the Vietnam Era Veterans Readjustment Assistance Act of 1974. Any person having inquiries or complaints concerning Dartmouth's compliance with these regulations is directed to contact the Office of Institutional Diversity & Equity.

Any person may also contact the Assistant Secretary for Civil Rights, U.S. Department of Education, Washington, D.C. 20202, or the Director, U.S. Department of Education, Office for Civil Rights, Region One, Boston, MA 02109, regarding the institution's compliance with the regulations implementing Title VI, 34 C.F.R. Part 100; Title IX, 34 C.F.R. Part 106; Age Discrimination Act of 1975, 45 C.F.R Part 90; or Section 504, 34 C.F.R. Part 104.

## **Sexual Harassment**

It is Dartmouth's policy that all decisions regarding educational and employment opportunities are to be made on the basis of merit and without discrimination because of sex. Sexual harassment is deemed by Dartmouth College to be a form of sex discrimination; therefore, sexual harassment of Dartmouth employees or students will constitute a violation of Dartmouth's non-discrimination policy and may be a violation of the student Standards of Conduct.

Sexual harassment is understood to mean unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, when:

1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or status as a student,
2. submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting him or her, or for the awarding or withholding of favorable employment or academic opportunities, evaluations, or assistance, or

3. such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance by creating an intimidating, hostile or offensive working or educational environment.

This policy and the mechanisms for redress are called to the attention of all members of the Dartmouth College community on an annual basis.

If you have concerns about sexual harassment, you are urged to discuss them with the Office of Institutional Diversity & Equity, Class Deans, Assistant Dean of the Faculty, Dean of Graduate Studies, or the Dean of the appropriate professional school.

## **Disabilities**

Section 504 of the Rehabilitation Act of 1973 mandates that: "No qualified person with a disability shall, on the basis of disability, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity which receives or benefits from federal financial assistance." According to Section 504 and the Americans with Disabilities Act regulations, students with documented learning disabilities and psychiatric disabilities have the same legal entitlements as students with physical disabilities and therefore all groups are entitled to certain academic adjustments and/or auxiliary aids.

If you are a student and have questions or concerns about disabilities and/or accommodation issues, please contact the Director of Student Accessibility Services, the first year and upperclass deans, or the appropriate graduate or professional school deans. If you are an employee and have questions or concerns about disabilities and accommodations, please contact the Office of Institutional Diversity & Equity.

## **RESOURCES**

### **Emergency Services**

Hanover Police/Fire/Ambulance	
EMERGENCY	911
Non-emergency	(603)-643-2222
Department of Safety and Security, 24 hour on-call services	(603)-646-4000
Environmental Health and Safety	(603)-646-1762
Facilities Operations and Management	
Business hours	(603)-646-2485
After hours, weekends, holidays	(603)-646-2344

### **Health Concerns**

Dartmouth Hitchcock Medical Center	
Emergency Department	(603)-650-7000
Dartmouth College Health Service	
Counseling and Human Development	(603)-646-9442
Health Resources	(603)-646-9414
Inpatient Department	(603)-646-9440

### **Resources for Students**

Coordinator of the Sexual Abuse	
Awareness Program	(603)-646-9430
Center for Women and Gender	(603)-646-3456
Sexual Abuse Peer Advisors	Blitz Bulletin
Coordinator of Alcohol and Other	
Drug Education	(603)-646-9427
Drug & Alcohol Peer Advisors	Blitz Bulletin
Undergraduate Judicial Affairs	(603)-646-3482
Undergraduate Deans	
First-Year Office	(603)-646-2681
Upperclass Deans Office	(603)-646-2243
Residential Life Office	(603)-646-2399/2644
Graduate/Professional School Deans	
Arts and Science (Graduate Studies)	(603)-646-2106
Dartmouth Medical School	(603)-650-1509
Thayer School of Engineering	(603)-646-2238
Tuck School of Business	(603)-646-3938
College Chaplaincy	(603)-646-3359
Women's Information Service (WISE)	
24-hour crisis line	(603)-448-5525

### **Resources for Employees**

Faculty/Employee Assistance Program	(603)-646-1165
College Ombudsman	(603)-646-9872
Office of Institutional Diversity & Equity	(603)-646-3197
College Chaplaincy	(603)-646-3359
Women's Information Service (WISE)-local 24-hour crisis line	(603)-448-5525