

OUEC Quick Reference Guide

Arlington, Burlington, Charlotte, Miami,
Nahant, Portland, Seattle, Silicon Valley



Northeastern University
Equity and Compliance

With the exception of confidential resources, all Northeastern faculty and staff are Mandatory University Reporters. This means that you are required to report any/all information you receive about any of the below-outlined Prohibited Conduct to the Office for University Equity and Compliance as soon as possible.

Sexual Harassment: Unwelcome conduct of a sexual nature that unreasonably interferes with an individual's participation in a University Program or Activity or creates a hostile environment for an individual's participation in a University Program or Activity.

Domestic Violence: the intentional infliction of physical, sexual, or psychological harm on a current or former partner or spouse.

Stalking: A course of conduct directed at a specific person that would cause a reasonable person to fear for their own safety or the safety of others or suffer substantial emotional distress.

Gender-Based Harassment: harassment based on gender, sexual orientation, gender identity, or gender expression that has the purpose or effect of creating a hostile living, learning, or working environment.

Disparate Treatment: differential treatment of an individual or group of individuals based on their protected category

Sexual Assault: Sexual contact (intentional sexual touching of intimate body parts) or sexual intercourse (oral, vaginal, or anal penetration) occurring without the consent of all parties involved and/or through the use of force, threat of force, intimidation, or coercion

Sexual Exploitation: Taking non-consensual sexual advantage of another. May include (1) inducing incapacitation for the purposes of sexual activity, (2) photographing, filming, audio recording sexual activity or (3) voyeurism.

Discrimination: Inequitable treatment of a person based on their race, color, religion, religious creed, genetic information, sex (including pregnancy or pregnancy related condition), gender, gender identity, sexual orientation, age, national origin, ancestry, veteran or disability status.

Discriminatory Harassment: conduct targeted at someone based on their protected category is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, or deprives an individual from participating in or benefiting from, the university's education or employment programs and/or activities.

What about microaggressions?

Microaggressions are commonplace daily verbal, behavioral or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.

While one microaggression, on its own, may not rise to the level of a policy violation for discrimination, we ask the community to report microaggressions to help identify trends, determine whether further investigation is needed, and/or address potentially concerning behavior proactively.

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1 EXPLAIN REPORTING OBLIGATIONS

"I am sorry that happened to you and I appreciate you trusting me. I want to let you know that I am considered a "Mandatory University Reporter" at Northeastern. That means that I need to report to the Office for University Equity and Compliance when (students/employees) share this kind of information. You can absolutely talk to me about this, but before you shared anything else, I wanted to make sure you knew about my reporting obligations so you could decide if you wanted to tell me more. If you prefer, I can also connect you to a confidential resource. Do you have any questions?"

2 REPORT

ALWAYS

Report to the Office for University Equity and Compliance (OUEC)

- Online form at ouec.northeastern.edu
- Email: ouec@northeastern.edu
- Call: +1-617-373-4644

AS NEEDED

Report to Law Enforcement

- **Emergency:** Dial 911
- **Non-emergency:** contact NUPD at 617-373-2121
- NUPD can:
 - Answer questions about pursuing criminal charges against the accused
 - Help develop a safety plan
 - Assist in working with another law enforcement agency that may have jurisdiction over a crime

CONFIDENTIAL RESOURCES FOR STUDENTS

- **Find@Northeastern - Virtual**
 - For 24/7 mental health support +1.877.233.9477
- **Sexual Violence Resource Center - Virtual**
 - bit.ly/svrequestform
 - Provides confidential, trauma-informed support services to Northeastern students who have experienced Prohibited Conduct. The SVRC serves students who have been affected personally and those who are looking for resources to support others.
- **Confidential Resource Advising - Virtual**
 - open@northeastern.edu | +1.617.373.4459
 - Provides free, confidential, non-judgmental, restorative and trauma-informed services to students who have been accused of causing sexual or identity-based harm, are currently in an investigation/adjudication process, and/or have been found responsible for causing harm

CONFIDENTIAL RESOURCES FOR EMPLOYEES

- **Ombudsperson**
 - ombuds@northeastern.edu
+1.617.373.3362
 - Serves as an off-the-record, neutral, and informal resource for Northeastern University employees seeking to address concerns affecting them at work.
- **Employee Assistance Program**
 - +1.800.625.5544
 - eap.ndbh.com
 - Company Code:
Northeastern University
 - Provides access to confidential counseling + other services

3 REFER (IF APPROPRIATE)

Remember: When in doubt, report!