Message from the Chief

Northeastern University-Charlotte has become an integral part of the City of Charlotte. While Charlotte presents unlimited opportunities to experience the advantages of life in a world class city, we must keep in mind that the potential for crime does exist. Each of us assumes a personal responsibility by taking precautions to prevent ourselves from becoming a victim.

The information provided in this annual report is designed to inform, advise and alert the campus community of the policies and procedures related to crime awareness and the procedures for reporting crime.

Michael A. Davis  
Chief of Police/Director  
Northeastern University Police

Our Mission

The men and women of the Northeastern University Police Department are dedicated to providing the Northeastern University community with a comprehensive program of police, security, crime prevention, emergency medical, fire safety, parking and related public safety services to help ensure that the campus community remains a safe and pleasant place in which to live, work, and study.
Preface

The following information is being provided to you as part of Northeastern University’s commitment to safety and security on campus and is in compliance with the requirements of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, part of the Higher Education Act of 1965, is a federal law that requires colleges and universities to disclose certain timely and annual information about campus crime and security policies. Publishing an annual report every year by October 1st that contains three years’ worth of campus crime statistics and certain security policy statements including sexual assault policies which assure basic victims’ right, the law enforcement authority of campus police and where students should go to report crimes. Each school must disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and non-campus facilities.

Persons responsible for reporting crimes and other Clery reportable offenses to the Northeastern University Police are known as “Campus Security Authorities” (CSAs). They are identified as Deans, Directors, and Department heads who have significant responsibility for students, employees and campus activities including, but not limited to student housing, student discipline, campus judicial proceedings, diversity and inclusion, and any other official such as advisors who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

Campus Security Authorities are responsible to report, in a timely and good faith manner, the following crimes to the Northeastern University Police. They are murder, non-negligent manslaughter, manslaughter by negligence, forcible and non-forcible sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and bias motivated incidents involving vandalism, theft, intimidation, harassment, and assault, that are motivated by race, gender, religion, sexual orientation, ethnicity, disability, national origin, and gender identity. They are also required to report incidents involving liquor law violations, drug violations, and weapons violations that occur on campus, in or on non-campus buildings or property owned or controlled by the university, and public property within or immediately adjacent to our campus.

The annual security report is prepared by the Northeastern University Police Department. The annual security report statistics are compiled by utilizing the following sources: NUPD case reports, Charlotte-Mecklenburg Police and/or other police agencies case reports where the Clery reportable crimes occurred on campus, public areas immediately adjacent to or running through campus, and, non-campus facilities. These reports are cross-referenced to ensure duplication of statistics does not occur.

Dr. Cheryl Richards, CEO and Regional Dean at Northeastern University - Charlotte has been designated as the Campus Security Authority to whom crimes or other incidents should be reported on campus. Contact Dr. Richards at 980.224.8468 or the Charlotte-Mecklenburg Police Department by dialing 9-1-1 for any emergency and 3-1-1 for non-emergency inquiries. Contact Northeastern University - Charlotte Security at 704.348.6862 or by visiting them at 101 Independence Center.

You can also report non-emergency incidents by using the Charlotte-Mecklenburg Police non-emergency on-line crime reporting services at http://charlottenc.gov/cmpd/Pages/default.aspx.

Law Enforcement Authority and Interagency Relationships

The Northeastern University Police Department (NUPD) maintains a close working relationship with the Charlotte-Mecklenburg Police Department, and other state and federal law enforcement agencies within Charlotte, North Carolina, and all appropriate elements of the criminal justice system. Charlotte-Mecklenburg Police Department has full law enforcement authority in Charlotte, North Carolina, which includes authority to fully investigate and power of arrest, and is the primary law enforcement agency that responds to and investigates any report of criminal activity occurring in and upon all property owned, occupied or used by Northeastern University in Charlotte, North Carolina. Crime related reports and statistics are routinely exchanged. NUPD routinely collaborates with these local law enforcement agencies in Charlotte, North Carolina that respond to or investigate alleged criminal activity involving students, including when such activity occurs at any non-campus location of a registered student organization.
**Reporting Crimes and Emergencies**

Members of the Northeastern University community, including students and employees, are encouraged to report crimes, suspicious activity or other emergencies to the Charlotte-Mecklenburg Police Department immediately, or as soon as possible if the victim is initially unable to file a report. Charlotte-Mecklenburg Police Department’s Headquarters is located at 601 E. Trade Street, Charlotte, NC 28202 and can be contacted by calling 9-1-1, or 704.336.7600.

Members of the Northeastern University community in Charlotte are also encouraged to report incidents to Dr. Cheryl Richards, the CEO and Regional Dean at Northeastern University - Charlotte at 980-224-8468. Confidential and anonymous reports will be accepted and included in the annual security report, but, confidential and anonymous reports may significantly limit the ability of the local Police Department to fully investigate and address the alleged crime. The University encourages University pastoral and professional counselors to verbally inform any persons’ they are counseling, if and when they deem appropriate, of the procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

The Northeastern University Police Department maintains direct contact with the Charlotte-Mecklenburg Police and Fire Departments, ensuring prompt assistance and support from these agencies when needed.

**Important Telephone Numbers**

**Charlotte-Mecklenburg Police Department Headquarters**

601 E. Trade Street  
Charlotte, NC 28202

- **Police - Medical Emergency:** 9-1-1  
- **Non-Emergency:** 3-1-1  
- 704.336.7600

**Charlotte-Mecklenburg Fire Department**

228 E. 9th Street  
Charlotte, NC 28202

- **Emergency:** 9-1-1  
- **Non-emergency:** 704.336.4174

**Northeastern University – Charlotte Campus**

101 Independence Center  
101 North Tryon Street, Suite 1100  
Charlotte, NC 28246

- Routine Business/Administration 980.224.8468  
- G4S Secure Solutions 704.348.6862  
- On-site security 24/7

**Northeastern University Police Department Headquarters**

100 Columbus Place  
716 Columbus Avenue  
Boston, MA 02115

- **Non-Emergency** 617.373.2121  
- Crime Prevention & Community Engagement Unit 617.373.5402

**Security Awareness and Crime Prevention Programs**

The Northeastern University Police Department believes it is more beneficial to prevent crimes than to react to them after the fact. A primary vehicle for accomplishing this goal is programs offered by Northeastern University Police as well as
utilizing services provided by the on-site security company (G4S), property management, and Charlotte-Mecklenberg Police Department. All services and programs are based upon the concepts of eliminating or minimizing criminal opportunities, whenever possible, and encouraging students and employees to be responsible for their own security and the security of others.

The following is a listing of the crime prevention programs and projects employed by Northeastern University at the Charlotte campus:

1. **New Student Orientation**—new students are provided with an overview of crime awareness and prevention information upon entrance into the program at Charlotte as well as egress drill instructions.

2. **New Employee Orientation**—new employees are provided with campus safety and security information at the start of their employment at Northeastern, to include in-person discussions with administrators, that discuss tips and strategies on how to be responsible for their own security and security of others. New employees are also provided with a guide with incident specific instructions for such scenarios as bomb threats, weather emergencies, etc. that is provided by the property management of 101 Independence Center.

3. **Crime Prevention Presentations**—provided annually by the Satellite Campus Liaison at Northeastern University Police. Presentations are done in person to both employees and students with a focus on campus safety and security information and strategies on how to be responsible for their own security and security of others. Additionally, Northeastern University Police Departments’ Crime Prevention and Community Engagement Unit include crime prevention tips and strategies through video messages called “A Quick Heads up” several times throughout the year, which is featured on NUPD’s social media sites. These presentations address both security procedures and practices, as well encourages Northeastern community members to lookout for themselves and others.

4. **Personal Safety Escorts**—personal safety escorts from 101 Independence Center to either of the attached parking facilities is provided by G4S Security upon request.

5. **Parking Facility Security**—parking facilities are staffed by trained parking facility employees and/or security officers and are regularly patrolled by G4S Security officers; lighting is well maintained.

6. **Security and Fire Alarm Systems**—a sophisticated computer-enhanced alarm system monitors a campus-wide network of intrusion, fire and duress alarms. The alarms are tested monthly to ensure proper functioning.

7. **Architectural Design**—technical and crime prevention specialists work closely with design engineers regarding physical security systems and fire safety equipment when new construction or major renovations are planned on campus. The Northeastern University Police Department subscribes to the proven concepts and principles of crime and fire prevention through environmental design (CPTED).

8. **Security Surveys**—comprehensive physical and operational security surveys are conducted annually by the Satellite Campus Liaison at Northeastern University Police and is done to assist members of the Northeastern Community to improve the security of their work places and personal belongings. Security assessments provide members of the Northeastern Community an in depth understanding of security procedures and practices, as well as ways to lookout for themselves and others within their environment.

9. **Timely Warnings**—in cases where the Chief of Police or his designee determines that a crime or crime trend represents a serious or continuing threat to students or employees a Timely Warning will be distributed in order to alert the campus community so they can take precautions to aid in the prevention of further crimes. These warnings may be distributed utilizing the SafeNet email or one or more of the communications systems utilized for imminent campus emergencies as outlined in the Emergency Notification Systems and Procedures section of this report, or other methods deemed appropriate by the Chief of Police on a case by case basis.

**Crime Prevention Tips**

- Stay alert and know your surroundings
- Don’t flash large amounts of cash or jewelry
- Have your keys ready before your reach your vehicle
- Don’t leave property unattended
- Record serial numbers on computers, tablets, cell phones and other valuables
- Activate your tracking software
- Reframe from entering your social security number and other personal data on line
Fire Safety Tips:

- In case of fire, pull fire alarm and evacuate the building immediately
- Fires produce deadly gases, stay close to the ground
- Do not allow trash to accumulate
- Careless disposal; of cigarettes is the cause of many fires
- Do not overload electrical outlets
- Never leave your stove unattended when cooking

Access to Campus Facilities

Northeastern University utilizes two floors, the first floor and eleventh floor, of 101 Independence Center located in Charlotte, NC. 101 Independence Center is monitored on-site 24/7 by G4S Security. The building is open during normal hours of business and is accessible to members of the campus community, their guests and visitors during such times, and certain designated hours on weekends and evenings depending upon the events and activities taking place outside the normal business hours. Members of the campus community and their guests and visitors are to check in with the G4S Security personnel located in the lobby of 101 Independence Center. Afterhours, there is a designated list of individuals who are allowed to utilize the space. These individuals are to verify their identity to the G4S Security personnel located in the lobby of 101 Independence Center by presenting a valid student/employee ID card.

Maintenance and Security of Campus Grounds and Facilities

The University maintains a very strong commitment to campus safety and security. Exterior lighting is an important part of this commitment. Parking areas, pedestrian walkways and building exteriors are well lighted. Surveys of exterior lighting on campus are conducted regularly by G4S Security and high priority is given to maintenance of exterior lights. Members of the campus community are encouraged to report any exterior lighting deficiencies to G4S Security personnel located in the lobby of 101 Independence Center.

The exterior doors to all of the Northeastern University offices located within 101 Independence Center at the close of business hours daily. Door and locking hardware deficiencies are reported to the property management company of 101 Independence Center immediately upon discovery by the staff.

101 Independence Center, the sidewalks surrounding the building, and the parking areas attached to 101 Independence Center is patrolled 24 hours a day every day of the year by G4S Security personnel.

Emergency Notification Systems and Procedures

In the event of a serious incident which poses an immediate threat to members of the Northeastern University community, the University has various systems in place for communicating information quickly to those individuals. Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of the students or employees occurring on campus, some or all of these methods of communication may be activated. These methods of communications may include activating NU ALERT, an emergency notification system utilizing email, text messaging and telephone voice messaging; messages displayed on electronic message boards on campus; or messages on the home page of Northeastern's website. Phone numbers and email addresses of parents or other persons identified by students or employees in official University registrar or employee records, for the specific campus associated with the emergency, as emergency contact persons will be included in the NU ALERT system and they may receive emergency messages as well. The University will also post updates during a critical incident on the Northeastern University home page at www.northeastern.edu. For regional campuses, additional methods may be available, such as public announcement methods or notification by contract security services.

Serious threats of this nature may involve weather, health, or personal safety situations. Based on the nature of the emergency the responsibility for assessing the severity of the threat begins with the senior staff of the Regional Campus, University Health and Counseling Center, Facilities Department, Office of Environmental Health and Safety, Office of Emergency Management, or the Police Department. Upon a determination by the appropriate department that a significant threat exists, the senior staff of the department will immediately inform the Police Department, who will promptly make a decision regarding the initiation of an emergency notification and/or building evacuation, after alerting local emergency
services. Staff from either the Police Department or the Office of Emergency Management will generally have the responsibility for preparing and disseminating emergency messages and updates. Regional campuses have the ability to send out an emergency alert independently, but in an emergency situation may contact the Police Department to assist in the process. Messages will generally be disseminated to the entire regional campus impacted by the emergency situation unless the situation calls for targeted messaging determined by the senior staff of the Regional Campus, Police Department, or Office of Emergency Management. Timeliness is a priority during emergency notification. The University Crisis Management Team would subsequently be convened to manage the emergency situation and provide additional follow up communications, as necessary. The greater community will receive necessary messaging provided by the Northeastern University Office of Media & Press Relations through various news media outlets, such as local television and radio stations.

Many factors are considered when assessing a situation to determine whether to activate one or more of the emergency communications systems and if so, the content of the message and whether to send the emergency message to all or some of the campus community. Among the factors to be considered is the nature and anticipated duration of the emergency situation and whether the emergency applies to a particular building or segment of the population or to the entire campus. The Dean of the Regional Campus, the Chief of Police, the University Emergency Manager, Police Department Supervisors, or a lead member of the University Crisis Management Team will make a decision without delay, taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

The University Crisis Management Team in coordination with the Office of Emergency Management plans, publicizes, and conducts a test of the emergency response and notification system at least annually and maintains a record documenting each test, including a description of the exercise, the date, time and whether it was announced or unannounced.

**Campus Crime Notifications**

Numerous efforts are made to advise members of the campus community on a timely basis about campus crime and crime-related problems. These efforts include the following:

1. **Timely Warnings** … Notifications issued to the entire University community that are based upon a serious or continuing threat to the safety and security of the University community. These types of notifications are intended to inform and reduce the risk of these threats through crime prevention measures. *NUPD Advisories* are disseminated to the University community, specific regional campuses, or groups within the community, by email in the event of specific crime patterns or to inform the community about relevant safety awareness campaigns.

2. **Special and Emergency Alerts**… A campus emergency alert system (NU ALERT) utilizing telephone, email and text messaging is used to notify students and employees of weather emergencies and on confirmation of a significant emergency or dangerous situation on campus involving an immediate threat to the health or safety of students and staff. Students and employees are reminded to keep their personal telephone numbers, email address and text messaging information updated on the *MyNEU* portal to ensure receipt of emergency messages. One or more of these methods is used whenever the Regional Dean, Chief of Police, University Emergency Manager, or University Crisis Management Team determines that a situation exists which constitutes an imminent threat to members of the campus community.

3. **Annual Reports**…This Safety, Security and Fire Safety Information Report is published annually and distributed throughout the University community and is available to the media and any individual or organization requesting a copy. Northeastern also participates in the FBI’s Uniform Crime Reporting Program, providing monthly reports of crimes reported on campus for inclusion in the annual publication of the U.S. Department of Justice entitled *Crime in the United States*.

4. **Public Log**…a chronological record of all crimes, fires and other significant incidents reported to University Police, as well as the names of all persons arrested, is maintained at Police Department Headquarters Administrative Office and is available for viewing during regular office hours, Monday through Friday. Requests from outside of the Boston campus may be made to the Police Department and will be provided through electronic mail as appropriate.
Dating Violence, Domestic Violence, Sexual Assault and Stalking

The University prohibits dating violence, domestic violence, sexual assault and stalking. The definitions of each criminal offense in Massachusetts are as follows:

**Domestic Violence** is a crime of violence intended to inflict physical, sexual, and psychological harm on a:
- current or former spouse of the victim;
- person with whom the victim shares a child in common;
- person who is a current or former roommate of the victim
- person who is a relative of the victim by either blood or marriage

**Dating Violence** is a crime of violence committed by a person:
- who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- where the existence of such a relationship shall be determined based on a consideration of the following factors:
  - the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship

**Sexual Assaults** (Sex Offenses) are defined as any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.
- **Rape** is the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.
- **Fondling** is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of her or his age or because or her or his temporary or permanent mental capacity.
- **Statutory Rape** is defined as sexual assault of an individual under the age of 16 with or without their consent.
- **Incest** is intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

**Stalking** is defined as a willful and/or malicious pattern of conduct or series of acts directed at a specific person, which seriously alarms or annoys that person and would cause a reasonable person to suffer substantial emotional distress. Examples of stalking include, but not limited to; conduct, acts or threats conducted in person, or by mail, phone, electronic communication, or social media.

**Consent** is a voluntary affirmative agreement to engage in sexual activity proposed by another and requires mutually understandable and communicated words and/or actions demonstrating agreement by both parties to participate in all sexual activities. Appropriate sexual behavior requires consent from all involved parties. Consent must be freely informed without physical force, threats, intimidation behavior, duress, or coercion. Silence, a lack of resistance, previous sexual relationships or experiences, and/or a current relationship may not, in themselves, be taken to imply consent. The initiator, or the person who wants to engage in the specific sexual activity, must obtain consent from the partner(s) for each sexual act; both parties may be initiators at different points of sexual activity; a person’s initiation of a sexual act constitutes consent to that act; but not necessarily to subsequent acts. Consent to sexual activity may be withdrawn at any time, as long as the withdrawal is communicated in mutually understandable words and/or actions; sexual activity must cease immediately. **Note:** Intoxicated persons do not have the ability to give consent.

Victims of dating violence, domestic violence, sexual assault, and stalking are urged to report the incident to Charlotte-Mecklenburg Police (9-1-1 or 704.336.7600), Northeastern University Police (617.373.2121) or the Office of Gender Equity and Compliance (617.373.4644) as soon as possible, regardless of where the offense took place, whether or not the offender is known to the victim. University policy dictates that University officials who are informed of a crime of dating violence, domestic violence, sexual assault, or stalking, in their official capacity as University employees are to encourage the victim to make a report to Northeastern Police, other off-campus law enforcement authorities, or to the Office of Gender Equity and Compliance. University Police work closely with the victim to ensure that the appropriate medical care and counseling is made available.
The preservation of evidence in any incident of dating violence, domestic violence, sexual assault, and stalking is extremely important as it may assist in proving that the alleged offense occurred, or it may be helpful in obtaining a protection order.

Victims of sexual assaults are not required to file formal criminal charges, even if they report the incident to the University Police. A University Police investigator, specially trained in dealing with victims of sexual assault, will present the victim with a full range of options and services available so the victim can choose the most appropriate course of action. Furthermore victims’ names are never made public; Massachusetts law requires that the identity of a sexual assault survivor be kept confidential.

Students accused of sexual assault are subject to disciplinary action in accordance with the provisions of the Code of Student Conduct as contained in the official Student Handbook, whether or not formal criminal charges are filed by the victim.

**Filing for a Protection Order**

**No Contact Orders**

Victims of dating violence, domestic violence, sexual assault, or stalking can request to have the University issue a “no contact” order against the accused person of that crime if the accused person is a Northeastern affiliate. Victims can make the request for a “no contact” order by contacting one of the following departments: the Northeastern University Police Department (617.373.2121), the Office of Gender Equity and Compliance (617.373.4644), the Office of Institutional Diversity and Inclusion (617.373.2133), the Department of Residential Life (617.373.2814), or by filing a report online to the Office of Student Conduct and Conflict Resolution (OSCCR) through their website (www.northeastern.edu/osccr). A victim will need to disclose enough information to substantiate the reason for the “no contact” request. The department receiving the request for a “no contact” order will then submit a report describing the basis for the request to OSCCR. OSCCR will then honor the request for such an order, and will issue a “no contact” order between both the victim and accused. If a violation of the “no contact” order occurs, the victim should promptly report the violation to Northeastern University Police Department or OSCCR.

“No Contact” orders direct both the victim and the accused to have no contact or communications whatsoever with each other. This order includes direct or intentional communication or contact via phone, e-mail, instant or text messages, social media or through a third party. Violation of a “no contact” order may result in further disciplinary action being imposed on the accused. “No Contact” orders differ from restraining orders as it does not prevent the accused from being in the same building, area, etc. as the victim.

**Restraining Orders**

Domestic Violence Prevention Orders, found under North Carolina General Laws Chapter 50B, are issued to help keep victims from being abused. Domestic Violence Prevention Orders, most commonly known as a restraining order, will allow the court to issue a protection order notifying your abuser to stop the abuse. The police are responsible for enforcing the violation of the restraining order.

Protection offered under Domestic Violence Prevention Orders only applies to “family or household members” which are defined by North Carolina General Laws Chapter 50B as people who are or were:

- Married; or
- Living together; or
- Related by blood or marriage; or
- Parents of a common child regardless of whether they have ever been married or lived together; or
- Involved in a substantial dating or engagement relationship

If you decide to file a complaint for a restraining order or have questions regarding a restraining order, contact the Charlotte-Mecklenburg Police Department (704.336.7600) or Northeastern University Police Department at 617.373.2121 and we will assist you during the following process.

Victims are required to file an application for a Complaint for Protection from Abuse at the local court (this is a civil complaint, not a criminal one). Afterwards, you will speak to a judge or clerk to explain what happened and why you need protection. The judge will then decide whether to grant a Temporary Order valid for ten (10) business days. If the Temporary Order is granted, you will be given a copy of the order and summons to return to court within ten (10) business days for a hearing. The abuser will also be sent a summons to appear and the police will attempt to serve the order to the
abuser. The “10 day hearing” is when the judge will decide whether or not to extend the order. The hearing will allow both the victim and the abuser an opportunity to tell what happened.

You are allowed to bring any witnesses or evidence you might have to support your testimony. If the abuser does not appear, the hearing will still be held and may result in the order being extended. The victim must appear at this hearing or the order will automatically be vacated. The judge will make a determination after hearing testimony if the order will be vacated or extended.

If you need immediate protection from your abuser contact the Charlotte-Mecklenburg Police Department (9-1-1 or 704.336.7600).

Consider ways to leave your present situation safely. The police will assist you in obtaining an Emergency Restraining Order valid until the next court business day. Once the order has been issued you will be given a copy and the police will attempt to serve a copy to the abuser.

Violation of an Abuse Prevention Order is a crime. If your abuser violates the order call the police immediately (9-1-1 or 704.336.7600). Explain to the police that your abuser has violated the restraining order and you need help right away. If the abuser has left the scene, try to provide the direction of flight and a physical clothing description.

Remember to keep the order on you at all times. Inform family, friends, neighbors and roommates that you have a restraining order. Do not hesitate to call the police immediately if the abuser violates the order. If you are leaving an abusive relationship, remember leaving a violent relationship can be very difficult and dangerous; make sure you have a safety plan in place. Know ahead of time a safe place you can go to in an emergency. Bring along with you important documents (driver’s license, bankbooks, custody documents, etc.) and tell a friend. Let someone you trust help you make the first step.

**Civil No-Contact Orders**

All members of the Northeastern University community have the right to be free from being harassed and or placed in fear. The law has provided victims of harassment with the ability to obtain relief from the courts even though there is no relationship with the abuser. The Civil No-Contact Orders, North Carolina General Laws Chapter 50C, fills a critical gap in the law to protect victims of criminal harassment, stalking, or sexual assault from being harassed repeatedly regardless of their relationship with the perpetrator.

If you are a victim of harassment and wish to see a Civil No-Contact Order, contact Charlotte-Mecklenburg Police Department immediately for assistance or your local police where you live. The procedure for filing for a Civil No-Contact Order is the same as filing for a Domestic Violence Protective Order described above.

**Sexual Harassment**

**Sexual Harassment** is any unwanted or offensive sexual behavior that has the purpose or effect of creating a hostile or stressful living, learning, or working environment, or whenever toleration of such conduct or the rejection of it is the basis for a personal or academic decision affecting the individual. Examples of such behavior include but are not limited to:

A. Sexual advances; any form of retaliation or threat of retaliation against and individual who rejects such advances; sexually epithets, jokes, or comments, comment or injury about and individual’s body or sexual experiences; unwelcomed leering, whistling, or name calling; sexual gestures, displaying sexually suggestive photos, cartoons, or videos.

B. Direct or indirect threats or bribes for unwanted sexual activity; repeatedly asking for a date, sex, or another form of intimacy; touching, patting, punching, stroking, squeezing, tickling, or brushing against a person; spreading rumors about a person’s sexuality; or letters, notes, texts, emails, or other forms of communication of material of a sexual nature.

C. Exposing one’s genitals or other intimate body parts to a particular person or to the general public.
**Rights and Responsibilities Under Title IX**

Victims of dating violence, domestic violence, sexual assault or/or stalking are strongly encouraged to report these offenses as follows. Any person may report allegations of or information relating to an occurrence of a Prohibited Offense to any of the following offices: the Northeastern University Police Department (“NUPD”); the Office Gender Equity and Compliance (“OGEC”); the Office for Student Conduct and Conflict Resolution (“OSCCR”); University Health and Counseling Services (“UHCS”); the Office of the Dean of Students and/or the Office for Residential Life (“ResLife”). Faculty and staff with information relating to an allegation of dating violence, domestic violence, sexual assault and/or stalking must immediately report such information to OGEC or NUPD. Victims seeking to report a Prohibited Offense in confidence may do so to sexual assault counselors in UHCS.

Upon receipt of such information, any of the above-listed offices will immediately report such information to NUPD or OGEC, which will promptly take steps to address any immediate threats to the Victim or University community. The University will conduct a prompt, fair and impartial investigation into the allegations. Under limited circumstances where the University’s investigation may negatively impact an ongoing criminal investigation, the University may delay its investigation for a reasonable period of time, which will generally not exceed 10 days. The University expects to complete its investigation into and adjudication of allegations within 60 days. However, extenuating circumstances (e.g. the unavailability of necessary witnesses, a large number of witnesses) may require longer than 60 days to resolve in a fair and impartial manner.

The University utilizes a “preponderance of the evidence” standard in the adjudication of all complaints of Prohibited Offenses within a University process. The Code of Student Conduct and its applicable procedures will govern the adjudication of allegations involving students. Specific timeframes for each step in the conduct process are outlined in the Code. All Student Conduct Board members who hear cases regarding domestic violence, dating violence, sexual assault or stalking receive training that includes the University’s responsibilities under Title IX and the Clery Act. Both the Victim and the Respondent are entitled to the same opportunities to present information and witnesses, consistent with applicable University procedures. Both have the opportunity to choose a hearing advisor of their choice, and both are informed simultaneously in-writing of the outcome. Both parties have the right to file an appeal of the outcome on grounds described in the Code. The result becomes final after resolution of an appeal or if no appeal is filed.

Allegations involving employees, community members and third parties will be adjudicated in accordance with the Respondent’s role and relationship with the University. Any dispute regarding the applicable procedures for adjudication (e.g. where a Respondent is both an employee and student) will be resolved in the sole discretion of the Title IX Coordinator.

University community members found responsible for a Prohibited Offense may be subject to disciplinary action in accordance with applicable University policy, whether or not criminal charges are filed by the Victim. A student found responsible for a Prohibited Offense will be subject to disciplinary action up to and including expulsion from the University. An employee found responsible for a Prohibited Offense in violation of Title IX will be subject to disciplinary action up to and including separation from the University.

Students will be informed of and promptly provided access to the following interim remedies:

- options for on- and/or off-campus medical, counseling and other related services, including access to a Sexual Assault Nurse Examiner;
- if any party resides in University housing, options for alternate housing arrangements, including immediate relocation to different University housing;
- options for altering academic class schedules/obligations;
- options for alternative transportation;
- options for seeking assistance from local law enforcement and/or legal resources;
- options for receiving a University no-contact order;
- options for assistance with financial aid, visa and immigration;
- options for seeking a judicial no-contact, restraining and/or protective order.

The interim remedies described above are also available to student witnesses, respondents and/or charged parties.
The University offers ongoing education to students and employees to promote awareness of Prohibited Offenses. Such education includes definitions of the Prohibited Offenses and consent; best practices for risk reduction and safe and positive bystander intervention; and information concerning rights under Title IX. Several different types of campaigns are utilized throughout the year to include presentations, online programs, resource panels, and discussion groups. The goal of these campaigns and programs are to increase the understanding of topics relevant to, and skills for, addressing dating violence, domestic violence, sexual assault, and stalking. Active bystander intervention is provided ViSION and OPEN throughout the year.

Throughout the year 2015, ViSION, OPEN, and OGEC provided over thirty-six different programs that focused on the ongoing prevention and awareness of dating violence, domestic violence, sexual assault, stalking, bystander intervention and information on risk reductions.

In 2016, Northeastern University created a new office, called the Office of Gender Equity and Compliance (OGEC), which conducts Title IX investigations, oversees Title IX compliance, and, provides training and education to all members of the University community regarding Dating Violence, Domestic Violence, Sexual Assault and Stalking. OGEC created a new position of Assistant Vice President for Title IX Initiatives and Title IX Coordinator, and after a national search, Mark Jannoni was selected to fill this position. The OGEC office is housed at 106 West Village A, North, Unit 106 and can be reached at (617.373.4644 or titleix@northeastern.edu).

Northeastern University is committed to fostering a campus climate of mutual tolerance and respect. As part of the Universities ongoing efforts, the University collected student input about sexual violence response, programming and education. Our assessment included: focus group sessions, input from student leaders, and a review of the research of prevention efforts in this area.

Northeastern is committed to sexual violence prevention. The Violence Support, Intervention and Outreach Network (ViSION) has existed as a way for students to access resources, support and reporting options for sexual violence over the past five years. Building upon ViSION’s work, the University created a space designed to further these efforts. The ViSION Resource Center houses information about sexual violence resources and reporting options for Northeastern students. It will also be serving as a central space for sexual violence prevention programming and dialogue. The ViSION Resource Center is primarily staffed by the Office of Prevention and Education at Northeastern (OPEN) where a new staff position was added specializing in sexual violence prevention. The Violence Prevention and Intervention Coordinator is focused on enhancing efforts in this area. The ViSION Resource Center is located at 106 St. Stephen Street, Boston, MA on Monday-Friday 12:00pm – 5:00pm or by prior arrangement.

For more information about the University’s prevention and awareness programs and resources visit the following websites:

**Local Resources:**
Charlotte-Mecklenburg Police Department  
601 E. Trade Street, Charlotte, NC 28202  
704.336.7600  
[http://charlottenc.gov/CMPD/Pages/default.aspx](http://charlottenc.gov/CMPD/Pages/default.aspx)

Charlotte-Mecklenburg Police Department Domestic Violence Unit  
704.366.2811  
[http://charlottenc.gov/CMPD/Organization/Pages/InvestSvcs/DV_Unit.aspx](http://charlottenc.gov/CMPD/Organization/Pages/InvestSvcs/DV_Unit.aspx)

Charlotte-Mecklenburg Police Department Sexual Assault Unit  
704-336-4188  
[http://charlottenc.gov/CMPD/Organization/Pages/InvestSvcs/Sexual-Assault.aspx](http://charlottenc.gov/CMPD/Organization/Pages/InvestSvcs/Sexual-Assault.aspx)
Charlotte City Hall
600 E. 4th Street, Charlotte, NC. 28202
704.336.7600
http://charlottenc.gov/services-site/Pages/default.aspx

Rape Crisis Hot Line – 24 hour hot line
704.375.9900
http://www.safealliance.org/

Family Counseling: 704.332.9034
http://childrenfamily.org/agencies/sa

North Carolina Victim Assistance Network: 1.800.348.5068
http://www.nc-van.org/

North Carolina Coalition against Sexual Assault: 919.871.1015
http://www.nccasa.org/

Crisis Assistance Ministry: 704.371.3001
http://www.crisisassistance.org/

Salvations Army Women’s Shelter: 704.348.2560

Uptown Men’s Shelter: 704.334.3187
http://www.mensshelterofcharlotte.org/

CMPD Domestic Violence Counselor, 704.353.1044

**Off Campus Resources**
Violence, Support, Intervention and Outreach Network (VISION) can be contacted at ViSION@neu.edu.
www.northeastern.edu/vision

Office of Prevention and Education at Northeastern University (OPEN), 617.373.4459
www.northeastern.edu/open

Office of Student Conduct and Conflict Resolution, 617.373.4390
www.northeastern.edu/osccr

Office of Institutional Diversity and Inclusion (OIDI), 617.373.5290
www.northeastern.edu/odi

Office of Gender Equity and Compliance (TitleIX), 617.373.3543
www.northeastern.edu/titleIX

Northeastern University Police Department (NUPD), 617.373.2121
www.northeastern.edu/nupd

**Campus Sex Crimes Prevention Act**

In keeping with the federal Campus Sex Crimes Prevention Act, the University Police maintains records provided by the North Carolina Sex Offender Registry Board of registered sex offenders who have indicated that they are employed or enrolled at Northeastern University at the Charlotte Campus. Any member of the University community who wishes to review these records should contact the Associate Director of the Police Department during normal business hours. For further information concerning the crimes for which convicted offenders must register, or regarding additional access to records of registered sex offenders, contact the North Carolina Sex Offender and Public Protection Registry via the internet at http://sexoffender.ncsbi.gov/.
Northeastern University Workplace Violence Policy

Northeastern University is committed to promoting a safe workplace for all faculty, staff, students, and visitors. It is the University’s goal to create a workplace free from violence, threats of violence, harassment, intimidation, and other disruptive behavior. Northeastern University will not tolerate violence or the threat of violence in the workplace. The University expressly prohibits violence, threats of violence, hostile behavior, harassment, intimidation, on or off campus, or damage to University property. Violence or threatening behavior can include physical acts of violence, gestures, intimidating presence, oral, written or electronic statements, sexual assaults and weapons possession.

The University will take appropriate action in response to reports of such incidents, which may include, but is not limited to, disciplinary action up to and including termination and/or criminal prosecution.

Faculty and staff play a major role in the University’s efforts by complying with this policy and treating all threats seriously and reporting incidents immediately. It is the responsibility of all Managers and Supervisors to report acts of workplace violence, including violent, threatening, harassing, intimidating or other disruptive behaviors. Faculty and Staff are expected to report any conduct that is inappropriate and/or causes concern. Imminent threats, violent incidents, or dangerous or emergency situations should be reported immediately to Charlotte-Mecklenburg Police Department at 704.336.7600.

Verbal abuse, perceived intimation, harassment or other non-emergency situations should be reported immediately to the immediate supervisor, manager, the Office of Institutional Diversity and Inclusion and/or Human Resources Management. For all other situations, or if you are not sure, call Human Resources Management at 617.373.2230, or the Northeastern University Police Department at 617.373.2121. Northeastern University offers all employees counseling services and confidential referrals through the Employee Assistance Program (EAP) for support call 877.739.3989 or for additional information, please contact Human Resources Management at 617.373.2230.

Procedures for Missing Students

If a member of the University community has reason to believe that a student is missing the Charlotte-Mecklenburg Police should be contacted immediately (9-1-1 or 704.336.7600). An incident report will be generated and an investigation will be initiated in order to attempt to locate the missing student. The Charlotte-Mecklenburg Police Department has a detailed and specific protocol for conducting missing person investigations, utilizing a wide range of electronic resources as well as making personal contact with friends, classmates, co-workers and relatives. The incident should also be reported to the Northeastern University Police at 617.373.2121 who will work in conjunction with the Charlotte-Mecklenburg Police Department.

Drug, Alcohol, and No Smoking Policies

On University premises or at University sponsored activities, the following acts are prohibited:

- Distribution, possession or use of any illegal drug or controlled substances;
- Providing alcoholic beverages to individuals under 21 years of age, or possession of alcoholic beverages by individuals under 21 years of age; or
- Possession of an open container of an alcoholic beverage in a public place, public intoxication, driving while intoxicated and drinking alcoholic beverages in an unlicensed public place.
- Smoking on any and all Northeastern University property is prohibited.

In addition to imposition of disciplinary sanctions under University procedures, including suspension or separation from the University for such Acts, students and employees may face prosecution and imprisonment under Federal and Massachusetts laws which make such acts criminal offenses.

Northeastern University works to provide a drug-free workplace for all University employees and students. University Health and Counseling Services and Human Resources Management provide resources for treatment and referral for students and employees with substance abuse problems. Educational programs for students, employees and managers are presented through UHCS, HRM and the Office for Student Affairs and cover the dangers of alcohol and drug abuse, the availability of assistance for counseling and rehabilitation, and penalties for violating University policies.
Prevention, Education & Treatment
Northeastern University has developed a comprehensive approach to alcohol prevention and education modeled after NIAAA Task Force report recommendations which strongly supports the use of programs with multiple complementary components that target: (1) individuals, including at-risk or alcohol-dependent drinkers, (2) the student population as a whole, and (3) the college and the surrounding community. Specifically, alcohol and other drug education, prevention, intervention and treatment efforts at Northeastern include:

- Assessment, brief intervention and referral services at the Office of Prevention and Education at Northeastern
- Clinical assessment, short-term counseling and referral services at the University Health and Counseling Services
- Campus-wide programming providing facts/data, encouraging informed decisions
- Orientation, freshmen seminars, residence hall programming, fraternity/sorority life presentations, athletics
- Required online alcohol education program for all incoming students
- Customized presentations that combine interaction with normative feedback (using PRS remotes)
- Peer led alcohol education program designed to help students identify alcohol emergencies and call for assistance

Policy Development and Enforcement
The Office of Student Conduct and Conflict Resolution impose disciplinary sanctions for student violations of the University’s AOD policies. Sanctioning of students in violation of any alcohol or drug related policies may include a combination of Active Sanctions: Sanctions that require work on the student's part to complete. These include, but are not limited to, educational sanctions, such as attending classes or writing research or reflection papers, performing mandated service, or paying a monetary fine and Inactive Sanctions: Sanctions that, by themselves, do not require work on the student's part to complete. These include, but are not limited to, written warnings, disciplinary probation, deferred suspension, suspension, and expulsion. These sanctions may put restrictions on students, such as limiting access to campus recreational facilities, residence or dining halls, or the ability to hold student leadership positions.

Through strategic initiatives to mitigate negative student behavior in the community, the University partners with the Charlotte-Mecklenburg Police to respond swiftly and aggressively to any disruptive behavior. Students are held accountable to the Student Code of Conduct whether off campus or on and so any violation of the University Alcohol and Other Drug policies and referred for adjudication.

More information and a complete description of the University’s drug and alcohol abuse policies, educational programs and sanctions may be found in the Undergraduate Student Handbook, and on the following websites:

- Office of Student Conduct and Conflict Resolution at [www.northeastern.edu/osccr](http://www.northeastern.edu/osccr)
- University Health and Counseling Services at [www.northeastern.edu/uhcs](http://www.northeastern.edu/uhcs)
- Office of Prevention and Education at Northeastern University (OPEN) at [www.northeastern.edu/open](http://www.northeastern.edu/open)
- Human Resources Management at [www.northeastern.edu/hrm](http://www.northeastern.edu/hrm)

Bias Motivated Incidents
Bias motivated incidents are defined as incidents involving vandalism, theft, intimidation, harassment, and assault that are motivated by race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity.

<table>
<thead>
<tr>
<th>Year</th>
<th>Incidents Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
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</tr>
<tr>
<td>2014</td>
<td>No incidents were reported</td>
</tr>
<tr>
<td>2013</td>
<td>No incidents were reported</td>
</tr>
</tbody>
</table>
**Unfounded Crimes**
A crime is considered unfounded for Clery Act purposes only when law enforcement personnel make a formal determination that the report is false or baseless. Crime reports can be properly determined to be false only if the evidence from a complete and thorough investigation establishes that the crime reported was not, in fact, completed or attempted in any manner. Crime reports can be determined to be baseless only if the allegations reported did not meet the elements of the offense or were improperly classified as crimes in the first place.

**Unfounded Crime Statistics**
2015: No unfounded crimes
2014: No unfounded crimes
2013: No unfounded crimes
### Title IX Statistics

<table>
<thead>
<tr>
<th>Category</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
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<td></td>
<td></td>
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<tr>
<td>On Campus Non Residential Facility</td>
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</tr>
<tr>
<td>Total on Campus</td>
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</tr>
<tr>
<td>Public Property</td>
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<td>0</td>
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</tr>
<tr>
<td><strong>Domestic Violence</strong></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>On Campus Non Residential Facility</td>
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<tr>
<td>Total on Campus</td>
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<tr>
<td>Public Property</td>
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</tr>
<tr>
<td><strong>Dating Violence</strong></td>
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<td></td>
</tr>
<tr>
<td>On Campus Non Residential Facility</td>
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<tr>
<td>Total on Campus</td>
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<tr>
<td>Public Property</td>
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<tr>
<td><strong>Stalking</strong></td>
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<tr>
<td>On Campus Non Residential Facility</td>
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<tr>
<td>Total on Campus</td>
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<tr>
<td>Public Property</td>
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<tr>
<td><strong>Sexual Harassment</strong></td>
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<td>Total on Campus</td>
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<td>0</td>
</tr>
<tr>
<td>Public Property</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**Note 1:** Sexual Harassment occurs: verbally, electronically by email or text, by graffiti, or by phone.

**Note 2:** There are no on-campus residential facilities.
## Crime Statistics

<table>
<thead>
<tr>
<th></th>
<th>Reported to N.U. Police or Other University Officials</th>
<th>Reported to Local Police</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder &amp; Non-Negligent Manslaughter</td>
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</tr>
<tr>
<td>On Campus Non-Residential Facilities</td>
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<td>Total On Campus</td>
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<td>Public Property</td>
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<tr>
<td>Negligent Manslaughter</td>
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<tr>
<td>Non-Campus Buildings/Property</td>
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<tr>
<td>Public Property</td>
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<tr>
<td>Rape</td>
<td></td>
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</tr>
<tr>
<td>Total On Campus</td>
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<tr>
<td>Non-Campus Buildings/Property</td>
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<td>Public Property</td>
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<tr>
<td>Fondling</td>
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</tr>
<tr>
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<td>0 0 0</td>
</tr>
<tr>
<td>Total On Campus</td>
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<td>0 0 0</td>
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<tr>
<td>Non-Campus Buildings/Property</td>
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<tr>
<td>Public Property</td>
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</tr>
<tr>
<td>Incest</td>
<td></td>
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<tr>
<td>On Campus Non-Residential Facilities</td>
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<td>0 0 0</td>
</tr>
<tr>
<td>Total On Campus</td>
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<td>Non-Campus Buildings/Property</td>
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<td>Public Property</td>
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<tr>
<td>Statutory Rape</td>
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</tr>
<tr>
<td>Total On Campus</td>
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<tr>
<td>Non-Campus Buildings/Property</td>
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<tr>
<td>Public Property</td>
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<td>Robbery</td>
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<tr>
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</tr>
<tr>
<td>Public Property</td>
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</tr>
</tbody>
</table>
Northeastern University believes that an informed community is a more safety conscious community. These statistics are provided in accordance with the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act which calls for publication of certain crime statistics for the previous three years. If you have any questions regarding these statistics, or if you would like more information about other security-related incidents, services or policies, please contact the Northeastern University Police Department at 617.373.2696 or use the “Tip Line” or “Suggestion Inbox” under the Reporting section of the Police Department website to send us your comments or questions.

**Note 1:** Public Property is defined as the public streets, sidewalks, other thoroughfares or parking facilities adjacent to university facilities. For the purpose of this report, incidents have been included which were reported by Charlotte-Mecklenburg Police Department to have occurred on public property within the area bordering 101 Independence Center.

**Note 2:** The term Non-Campus Building or Property means any building or property owned or controlled by a student organization recognized by the University or any building or property owned or controlled by the University and used in direct support of educational purposes, frequented by students, but not in the same reasonably contiguous geographic area of the main campus.

**Note 3:** The statistics were compiled by first reviewing reports from case files of the University Police Department and the Charlotte-Mecklenburg Police Department. Other university departments and individuals with significant responsibility for student and campus activities were then provided with reporting forms to be submitted to the Northeastern University Police Department for compilation. Finally, local and state police agencies were asked to provide statistics for applicable incidents on public property and non-campus property. All records were then analyzed to eliminate duplication.

**Note 4:** There are no on-campus residential facilities.

**Note 5:** Rape/Sexual Assault statistics include third party and anonymous reports.
## Persons Arrested and Referred for Disciplinary Action

### Persons Arrested by Charlotte-Mecklenburg Police Department

<table>
<thead>
<tr>
<th></th>
<th>Liquor Law Violation</th>
<th>Drug Violation</th>
<th>Weapons Violation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Residential Facilities</td>
<td>0</td>
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<td>0</td>
</tr>
<tr>
<td>Total On Campus</td>
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<tr>
<td>Non-Campus Buildings/Property</td>
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<tr>
<td>Public Property</td>
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</table>

### Disciplinary Referrals by University Police

<table>
<thead>
<tr>
<th></th>
<th>Liquor Law Violation</th>
<th>Drug Violation</th>
<th>Weapons Violation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Residential Facilities</td>
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<tr>
<td>Total On Campus</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Non-Campus Buildings/Property</td>
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</tr>
<tr>
<td>Public Property</td>
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</tbody>
</table>

### Disciplinary Referrals by Other University Officials

<table>
<thead>
<tr>
<th></th>
<th>Liquor Law Violation</th>
<th>Drug Violation</th>
<th>Weapons Violation</th>
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</thead>
<tbody>
<tr>
<td>Non-Residential Facilities</td>
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<tr>
<td>Total On Campus</td>
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<td>0</td>
</tr>
<tr>
<td>Non-Campus Buildings/Property</td>
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</tr>
<tr>
<td>Public Property</td>
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</tr>
</tbody>
</table>

### Students Arrested / Charged by Local Police and Referred for Disciplinary Action

<table>
<thead>
<tr>
<th></th>
<th>Liquor Law Violation</th>
<th>Drug Violation</th>
<th>Weapons Violation</th>
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<tbody>
<tr>
<td>Non-Residential Facilities</td>
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<tr>
<td>Total On Campus</td>
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<tr>
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<tr>
<td>Public Property</td>
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</tbody>
</table>

**Note 1:** There are no on-campus residential facilities.