

SENATE No. 2979

Senate, December 16, 2020 -- Text of the Senate Bill relative to sexual violence on higher education campuses (being the text of Senate, No. 2978, printed as amended)

The Commonwealth of Massachusetts

**In the One Hundred and Ninety-First General Court
(2019-2020)**

An Act relative to sexual violence on higher education campuses.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 SECTION 1. Chapter 6 of the General Laws is hereby amended by inserting after section
2 168C the following 2 sections:-

3 Section 168D. (a) For the purposes of this section, the following terms shall have the
4 following meanings unless the context clearly requires otherwise:

5 “Institution”, a public or independent institution of higher education located in the
6 commonwealth and authorized to grant degrees pursuant to any general or special law.

7 “Sexual misconduct”, an incident of sexual violence, dating violence, domestic violence,
8 gender-based violence, violence based on sexual orientation or gender identity or expression,
9 sexual assault, sexual harassment or stalking.

10 (b) (1) Each institution shall conduct a sexual misconduct climate survey of all students at
11 the institution not less than once every 4 years.

12 (2) The sexual misconduct climate surveys shall gather information on topics including,
13 but not limited to: (i) the number of reported and unreported incidents of sexual misconduct at
14 the institution of higher education; (ii) when and where incidents of sexual misconduct occurred;
15 (iii) student awareness of institutional policies and procedures related to campus sexual assault;
16 (iv) whether a student reported the sexual misconduct and, if so, to which campus resource the
17 report was made; (v) whether a student was informed of or referred to local, state, campus or
18 other resources or victim support services, including appropriate medical care and legal services;
19 (vi) whether a student was provided with information about resources for protection from
20 retaliation, access to school-based supportive measures and civil justice and criminal justice
21 remedies; (vii) contextual factors, such as whether the incident of sexual misconduct involved
22 force, incapacitation or coercion; (viii) demographic information that could be used to identify
23 at-risk groups; and (ix) perceptions of campus safety among members of the campus community
24 and confidence in the institution of higher education’s ability to protect against and respond to
25 incidents of sexual misconduct.

26 (c) There shall be a task force on sexual misconduct surveys. The task force shall consist
27 of: the commissioner of higher education or a designee, who shall serve as co-chair; the
28 commissioner of public health or a designee, who shall serve as co-chair; the secretary of public
29 safety or a designee; the attorney general or a designee; 1 person to be appointed by the speaker
30 of the house of representatives; 1 person to be appointed by the senate president; and 21 persons
31 to be appointed by the governor, 2 of whom shall be students attending a public institution of
32 higher education, 1 of whom shall be a student attending a public community college and 1 of
33 whom shall be a student attending a public university, 2 of whom shall be students attending an
34 independent institution of higher education in the commonwealth, 1 of whom shall be a

35 representative of the University of Massachusetts recommended by the president of the
36 university, 1 of whom shall be a representative of the state universities recommended by the
37 Massachusetts State Colleges Council of Presidents, 1 of whom shall be a representative of
38 community colleges recommended by the Massachusetts Association of Community Colleges, 2
39 of whom shall be representatives of private colleges and universities recommended by the
40 Association of Independent Colleges and Universities in Massachusetts, Inc., 1 of whom shall be
41 a representative recommended by Jane Doe, Inc.: the Massachusetts Coalition Against Sexual
42 Assault And Domestic Violence, 1 of whom shall be a representative recommended by the
43 Victim Rights Law Center, Inc., 2 of whom shall be representatives recommended by sexual
44 assault crisis service centers and counseling centers located in an urban and rural region of the
45 commonwealth, 2 of whom shall be representatives recommended by community-based sexual
46 assault crisis service centers funded by the department of public health, 1 of whom shall be a
47 representative recommended by the Massachusetts commission on lesbian, gay, bisexual,
48 transgender, queer and questioning youth, 1 of whom shall be a representative recommended by
49 the Every Voice Coalition or any successor organization, 2 of whom shall be researchers with
50 experience in the development and design of sexual misconduct climate surveys and 2 of whom
51 who shall have experience in higher education survey analysis and be researchers of: (i)
52 statistics; (ii) data analytics; or (iii) econometrics.

53 (d)(1) The task force shall develop model questions for use by institutions in sexual
54 misconduct climate surveys. The task force shall provide the model questions to the
55 commissioner of higher education with related recommendations respecting the content, timing
56 and application of the surveys. The recommendations shall include, but not be limited to,

57 recommendations on achieving statistically valid response rates and that address non-response
58 bias.

59 (2) The sexual misconduct climate survey model questions shall include a subset of
60 questions taken from or consistent with questions in the Administrator-Researcher Campus
61 Climate Collaborative survey or another sexual misconduct climate survey that is currently in
62 use by institutions and that the task force deems high-quality. The subset of model questions
63 shall generate responses related to topics including, but not limited to: (i) the prevalence of
64 sexual misconduct on campus; (ii) student knowledge of and familiarity with campus practices
65 for reporting and addressing sexual misconduct; and (iii) services available to victims of sexual
66 misconduct.

67 (3) In developing the sexual misconduct climate survey model questions, the task force
68 shall: (i) utilize best practices from peer-reviewed research and consult with individuals with
69 expertise in the development and use of sexual misconduct climate surveys by institutions of
70 higher education; (ii) review sexual misconduct climate surveys that have been developed and
71 previously utilized by institutions of higher education; (iii) provide opportunities for written
72 comment from organizations that work directly with survivors of sexual misconduct to align
73 questions with a trauma-informed approach and to ensure the adequacy and appropriateness of
74 the proposed content; (iv) consult with institutions of higher education on strategies for
75 optimizing the effectiveness of the survey; (v) provide opportunities for written comment from
76 advocates to ensure that the survey impartially addresses campus sexual misconduct; and (vi)
77 account for the diverse needs of and differences between the commonwealth's institutions of
78 higher education.

79 (4) The commissioner of higher education shall review and approve the sexual
80 misconduct climate survey model questions provided by the task force and shall periodically
81 review and make recommendations for changes to the model questions and to the content and
82 timing of the sexual misconduct climate surveys. The commissioner shall provide a copy of the
83 model questions to all institutions; provided, however, that an institution may develop and use its
84 own campus-specific survey if the survey: (i) is designed to provide the institution with data to
85 inform policies to prevent and respond to sexual misconduct; (ii) meets quality standards
86 determined by the commissioner; and (iii) includes the subset of model questions described in
87 paragraph (2).

88 (e) Within 120 days after completion and analysis of a sexual misconduct climate survey,
89 each institution shall post a summary of the results on the institution's website.

90 (f) A sexual misconduct climate survey, including any campus-specific surveys
91 developed and implemented by an institution, shall collect anonymous responses and shall
92 prohibit the disclosure of identifying information.

93 (g) The department of higher education shall promulgate regulations necessary to
94 implement this section.

95 Section 168E. (a) For the purposes of this section, the following terms shall have the
96 following meanings unless the context clearly requires otherwise:

97 "Institution", a public or independent institution of higher education located in the
98 commonwealth and authorized to grant degrees pursuant to any general or special law.

99 “Reporting party”, a student or employee of an institution who reports being subject to an
100 incident of sexual misconduct to the institution.

101 “Responding party”, a student or employee of an institution who has been accused of an
102 alleged incident of sexual misconduct.

103 “Sexual misconduct”, an incident of sexual violence, dating violence, domestic violence,
104 gender-based violence, violence based on sexual orientation or gender identity or expression,
105 sexual assault, sexual harassment or stalking.

106 “Title IX”, Title IX of the federal Education Amendments of 1972.

107 “Title IX coordinator”, the employee of an institution responsible for the institution’s
108 compliance with Title IX.

109 (b) Consistent with applicable state and federal law and regulation, each institution shall
110 adopt policies on sexual misconduct involving students or employees of the institution that
111 comport with the best practices and current professional standards and shall establish procedures
112 for regularly reviewing and updating the policies. The policies shall be publicly available on the
113 institution’s website in an accessible format and shall be made available in writing to an
114 applicant, student or employee of the institution upon request. The policies shall be developed in
115 coordination with the institution’s Title IX coordinator and may consider input from internal and
116 external entities including, but not limited to, institutional administrators, personnel affiliated
117 with on-campus or off-campus health care centers, personnel affiliated with on-campus, when
118 available, or local, community-based rape crisis centers or domestic violence programs,
119 confidential resource providers, residence life staff, students, the department of state police and
120 the police department or district attorney having jurisdiction in the city or town in which the

121 institution's primary campus is located. The policies shall include, but not be limited to: (i)
122 procedures by which students and employees at the institution may report or disclose incidents of
123 sexual misconduct regardless of where the offense occurred; (ii) information on where to receive
124 immediate emergency assistance following an incident of sexual misconduct, which shall
125 include, but not be limited to, information related to preserving evidence and contact information
126 for seeking medical treatment on campus, if available, and off campus; (iii) descriptions of the
127 types of counseling and health, safety, academic and other support services available from the
128 institution within the local community or region or through a local community-based rape crisis
129 center or domestic violence program, including contact information; (iv) information on the
130 rights of students and employees to: (A) notify or decline to notify law enforcement, including
131 campus, local and state police, of an alleged incident of sexual misconduct; (B) receive
132 assistance from campus authorities in making any such notification; (C) obtain a court-issued
133 protective order or an institution-issued no-contact order against an alleged perpetrator of the
134 sexual misconduct; and (D) concurrently utilize the institution's process for investigating sexual
135 misconduct complaints and any external civil or criminal processes available to the student or
136 employee; (v) school-based supportive or protective measures reasonably available from the
137 institution, which shall include, but not be limited to, options for changing academic, living,
138 campus transportation or working arrangements in response to an alleged incident of sexual
139 misconduct, regardless of where the conduct occurred or whether such conduct occurred outside
140 of an institution's programs or activities, and regardless of whether a complaint is filed in
141 accordance with the institution's policy for resolving complaints, how to request such measures
142 and the process to have any such measures reviewed; (vi) procedures for students or employees
143 to notify the institution that a protective order has been issued under state or federal law and the

144 institution's responsibilities upon receipt of such notice; (vii) a summary of the institution's
145 procedures for resolving complaints of sexual misconduct promptly and equitably, including
146 clear statements advising students and employees: (A) that notice shall be given to the
147 responding party and shall include, but not be limited to, the date, time and location, if known, of
148 the alleged incident of sexual misconduct and a specific statement of which policies were
149 allegedly violated and by what actions; (B) that an impartial investigation, including any
150 hearings and resulting disciplinary proceedings, shall be conducted by an individual who
151 receives not less than annual training on issues relating to sexual misconduct, investigatory
152 procedures and hearing procedures to protect the safety and rights of students and employees and
153 promote accountability; (C) that there is a presumption that the responding party is not
154 responsible for the alleged conduct until a determination regarding responsibility is made by the
155 institution at the conclusion of the relevant process; (D) that both parties shall be provided equal
156 opportunities to inspect and review evidence obtained as part of the investigation that is directly
157 related to the allegations; (E) that the reporting party of an alleged incident of sexual misconduct
158 and the responding party may be accompanied by and represented by an advisor or support
159 person of their choice, which may include an advocate or counsel, to meet with the institution's
160 investigator or other fact finder and may consult with an advisor or support person, which may
161 include an advocate or counsel, during any meetings, hearings and disciplinary proceedings;
162 provided, however, that the institution may establish rules regarding how the meetings, hearings
163 and disciplinary proceedings will be conducted, which may include guidelines on the extent to
164 which the advisor or support person for each party may participate in a meeting, hearing or
165 disciplinary proceeding and any limitations on participation; provided further, that the rules,
166 including guidelines on participation and limits of participation, shall apply equally to both

167 parties; and provided further, that the institution shall adopt reasonable measures to provide for
168 the involvement of the advisor or support person for each party but the availability of the advisor
169 or support person shall not significantly delay a meeting or disciplinary proceeding; (F) of the
170 standard of evidence used to resolve complaints; (G) that the reporting party and the responding
171 party shall be provided with a copy of the institution’s policies regarding the submission and
172 consideration of evidence that may be used during a hearing or disciplinary proceeding and shall
173 have equal opportunity to present evidence and witnesses on their behalf during a hearing or
174 disciplinary proceeding; provided, however, that each party shall be provided with timely and
175 equal access to relevant evidence that shall be used in the determination of a disciplinary action;
176 (H) that there may be restrictions on evidence considered by the fact finder including, but not
177 limited to, the use of evidence of prior sexual activity or character witnesses; (I) that the
178 reporting party and the responding party shall not be personally allowed to directly question
179 each other during a hearing or disciplinary proceedings; (J) that the reporting party and the
180 responding party shall be informed in writing of the results of a hearing or disciplinary
181 proceeding not later than 7 business days after a final determination of a complaint, not including
182 any time for appeal, unless good cause for additional time is shown, and they shall be informed
183 of any process for appealing the decision; (K) that if an institution offers an appeal as a result of
184 procedural errors, previously unavailable relevant evidence that could significantly impact the
185 outcome of a case or where the sanction is disproportionate to the findings, the reporting party
186 and the responding party shall be provided with an equal opportunity to appeal decisions
187 regarding responsibility or sanctions; and (L) that the institution shall not disclose the identity of
188 the reporting party and the responding party, except as necessary to carry out a disciplinary
189 process or as permitted under state or federal law; (viii) a summary of the institution’s employee

190 disciplinary process as it pertains to sexual misconduct; (ix) the range of sanctions or penalties
191 the institution may impose on students and employees found responsible for a violation of the
192 applicable institutional policy prohibiting acts of sexual misconduct; and (x) a summary of the
193 institution's policy on retaliation, noting that the institution prohibits retaliation against anyone
194 who reports sexual misconduct, who assists another in making a report or who participates in an
195 investigation of a report.

196 (c) Each institution shall, to the extent feasible, adopt a memorandum of understanding
197 with local law enforcement agencies to establish the respective roles and responsibilities of each
198 party related to the prevention of and response to on-campus and off-campus sexual misconduct.
199 In adopting the memorandum of understanding, institutions and local law enforcement agencies
200 shall develop policies and procedures that comply with all applicable confidentiality and privacy
201 laws and that: (i) set out the jurisdiction of the local law enforcement agencies based on criteria
202 such as location and type of incident and provide for cross-jurisdictional or multi-jurisdictional
203 response and investigation, as appropriate; (ii) establish protocols, as permitted by federal and
204 state law, for cases where a student or employee consents to the release of relevant
205 documentation and information generated or acquired during local law enforcement or campus
206 police investigations; and (iii) include methods for notifying the appropriate district attorney's
207 office. If an institution is subject to the jurisdiction of more than 1 local law enforcement agency,
208 1 memorandum of understanding among the institution and the local law enforcement agencies
209 shall comply with this subsection.

210 (d) The commissioner shall appoint within the department of higher education a campus
211 safety advisor to facilitate and advance statewide campus safety at public and private institutions
212 of higher education. Such person shall have relevant public safety policy experience that may

213 include campus public safety policy experience. The advisor shall coordinate, aggregate and
214 disseminate best practices, training opportunities and other resources to enhance campus safety
215 at institutions of higher education.

216 (e) An institution shall make publicly available on its website, in an accessible format: (i)
217 the Annual Security Report required under the federal Jeanne Clery Disclosure of Campus
218 Security Policy and Campus Crime Statistics Act relating to sexual misconduct and all
219 information contained in an institution's annual report as required in subsection (q); (ii) the
220 telephone number and website for a local, state or national 24-hour hotline that provides
221 information on sexual misconduct; (iii) the name and contact information for the institution's
222 Title IX coordinator; (iv) the name and contact information for a confidential resource provider,
223 appointed pursuant to subsection (l), and a description of the role of and services provided by a
224 confidential resource provider, which shall be updated on a timely basis; (v) the name and
225 location of the nearest medical facility where an individual may request that a sexual assault
226 evidence collection kit be administered by a trained sexual violence forensic health care
227 provider, including, but not limited to, information on transportation options and reimbursement
228 for travel costs, if any; (vi) its policies on sexual misconduct; (vii) sexual misconduct reporting
229 options for students and employees; (viii) the process of investigation and adjudication by the
230 institution; and (ix) the process for requesting a possible interim protective school-based
231 supportive measure, when reasonable and available, to change an academic, living, campus
232 transportation or working situation in response to alleged sexual misconduct The institution shall
233 also establish the methods for sharing reports with local law enforcement authorities pursuant to
234 the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act
235 and for facilitating the issuance of timely warnings and emergency notifications required by the

236 federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act
237 relative to crimes that may pose a serious threat to the campus or near campus communities.

238 (f) Annually, not later than October 15, institutions of higher education shall transmit to
239 students and employees by electronic mail their policies and procedures concerning the reporting
240 and investigation of an allegation of sexual misconduct made by a student or employee of the
241 institution against another student or employee of the institution.

242 (g) Upon receiving a report of sexual misconduct, an institution shall provide a notice of
243 the student's or the employee's rights and options under the institution's sexual misconduct
244 policies to the reporting party.

245 (h) An institution that does not provide its own sexual assault crisis service center shall
246 enter into and maintain a memorandum of understanding with a community-based sexual assault
247 crisis service center funded by the department of public health and a community-based domestic
248 violence program funded by the department of public health to: (i) provide an off-campus
249 alternative for students and employees to receive sexual assault crisis services, including access
250 to a sexual assault nurse examiner if available, or domestic violence crisis services in response to
251 sexual misconduct; (ii) ensure that a student or employee of the institution is able to access free
252 and confidential counseling and advocacy services either on campus or off campus; and (iii)
253 encourage cooperation and trainings between the institution and the service center or program to
254 ensure an understanding of the roles that the institution, service center and program should play
255 in responding to reports and disclosures of sexual misconduct against students and employees of
256 the institution and the institution's protocols for providing support and services to the students
257 and employees.

258 The memorandum of understanding may include an agreement, including a fee structure,
259 for the sexual assault crisis service center or domestic violence program to provide confidential
260 victim services. Confidential victim services may include: (i) case consultation and training fees
261 for confidential resource employees; (ii) consultation fees for the development and
262 implementation of student education and prevention programs; (iii) the development of staff
263 training and prevention curricula; and (iv) confidential on-site office space for an advocate from
264 a sexual assault crisis service center or domestic violence program to meet with students and
265 employees.

266 The department of higher education may waive the memorandum of understanding
267 requirement to an institution that demonstrates that the institution acted in good faith but was
268 unable to obtain a signed memorandum. To the extent feasible, an institution that does provide
269 its own sexual assault crisis service center shall also enter into and maintain a memorandum of
270 understanding under this subsection with a community-based sexual assault crisis service center
271 funded by the department of public health and a community-based domestic violence program
272 funded by the department of public health; provided, however, that the department of higher
273 education, in consultation with the department of public health, shall provide guidance on what
274 shall constitute feasibility for the purposes of such memorandum.

275 (i) An institution shall provide a method for anonymously reporting an incident of sexual
276 misconduct that involves a student or employee of the institution.

277 (j) An institution shall notify its students and employees of the institution's obligations
278 under state and federal law to: (i) investigate or address the alleged sexual misconduct, including
279 when the alleged act was reported anonymously; (ii) assess whether the report triggers the need

280 for a timely warning or emergency notification under state or federal regulations, the obligations
281 of which may, in limited circumstances, result in the release of the reporting party's identity; and
282 (iii) disclose the identity of a reporting party to another student, an employee or a third party.

283 (k) A reporting party or a witness who causes an investigation of sexual misconduct shall
284 not be subject to a disciplinary sanction for a violation of the institution's student conduct policy
285 related to the incident unless the institution determines that the report was not made in good faith
286 or that the violation was egregious. An egregious violation shall include, but not be limited to,
287 taking an action that places the health and safety of another person at risk.

288 (l) Each institution shall establish a campus security policy that includes the designation
289 of at least 1 confidential resource provider. The confidential resource provider may have another
290 role at the institution; provided, however, that the confidential resource provider shall not be a
291 student, a Title IX coordinator or an employee who is required by Title IX to report to the Title
292 IX coordinator. The institution shall designate new or existing categories of employees that may
293 serve as confidential resource providers. The designation of an existing category of employees
294 shall not preclude the institution from designating a new or existing employee or partnering with
295 a local, state or national victim services organization to serve as a confidential resource provider
296 or to serve in another confidential role. An institution may partner with an outside victim support
297 services organization to provide a confidential resource provider under this section. An
298 institution that enrolls less than 1,000 students may partner with another institution in the region
299 or within the commonwealth to establish a campus security policy and provide a confidential
300 resources provider.

301 Upon the request of the reporting party or responding party, the confidential resource
302 provider shall provide information on: (i) reporting options and the effects of each option; (ii)
303 counseling services available on campus and through a local, community-based rape crisis center
304 or domestic violence program; (iii) medical and health services available on campus and off
305 campus; (iv) available school-based supportive measures related to academic and residence life;
306 (v) the disciplinary process of the institution; and (vi) the legal process carried out through local
307 law enforcement agencies.

308 The confidential resource provider shall receive training in the awareness and prevention
309 of sexual misconduct and in trauma-informed response and coordinate with on-campus and off-
310 campus sexual assault crisis service center or domestic violence program and, if directed by the
311 reporting party, campus or local law enforcement agencies may, as appropriate, assist the student
312 or employee in contacting or reporting to campus or local law enforcement agencies. If requested
313 by the reporting party, the confidential resource provider, using only the reporting party's
314 identifying information, shall coordinate with the appropriate institutional personnel to arrange
315 possible interim protective school-based supportive measures to allow the reporting party to
316 change academic, living, campus transportation or working arrangements in response to the
317 alleged sexual misconduct. A confidential resource provider shall not provide services to adverse
318 parties in an incident of sexual misconduct and shall ensure confidentiality is maintained.

319 The confidential resource provider shall notify the reporting party of their rights and the
320 institution's responsibilities regarding a protection order, no contact order and any other lawful
321 orders issued by the institution or by a criminal, civil or tribal court. The confidential resource
322 provider shall not be required to report an incident to the institution or a law enforcement agency
323 unless otherwise required to do so by state or federal law and shall provide confidential services

324 to students and employees. A request for a possible interim protective school-based supportive
325 measure made by a confidential resource provider on behalf of a reporting party to change an
326 academic, living, campus transportation or working situation in response to alleged sexual
327 misconduct shall not require the reporting party to file a formal complaint for Title IX purposes.
328 A confidential resource provider may attend an administrative or institution-based adjudication
329 proceeding as the advisor or support person of the student's or employee's choice.

330 Unless otherwise required by state or federal law, a confidential resource provider shall
331 not disclose confidential information without the prior written consent of the reporting party who
332 shared the information; provided, however, that nothing in this section shall limit a responding
333 party's right of cross examination of the confidential resource provider in a civil or criminal
334 proceeding if the confidential resource provider testifies after being given written consent to do
335 so by the party. A confidential communication shall not be subject to discovery and shall be
336 inadmissible in a criminal or civil proceeding without the prior written consent of the party who
337 shared the information who shared the information. Information provided to the confidential
338 resource provider shall not be released to a campus official or law enforcement officer or agency
339 unless written consent has been given by the reporting party. A confidential resource provider
340 shall not act as a counselor or therapist unless the confidential resource provider holds a valid
341 license under chapter 112 and the reporting party engages the confidential resource provider in
342 that capacity. The privileges available under chapter 233 shall apply to all information received
343 by a confidential resource provider.

344 If a conflict of interest arises for an institution in which a confidential resource provider
345 is advocating for the reporting party's need for sexual assault crisis services or campus or law

346 enforcement services, the institution shall not discipline, penalize or otherwise retaliate against
347 the confidential resource provider for representing the interest of the reporting party.

348 Notice to a confidential resource provider of an alleged act of sexual misconduct or a
349 confidential resource provider's performance of a service under this section shall not be
350 considered actual or constructive notice of such an alleged act to the institution at which the
351 confidential resource provider is employed or provides contracted services.

352 (m) Within 45 days of their matriculation or employment, an institution of higher
353 education shall provide to newly-enrolled students and newly-hired employees: (i) mandatory
354 sexual misconduct primary prevention and awareness programming for newly-enrolled students
355 and newly-hired employees of the institution that shall include, but not be limited to: (A) an
356 explanation of civil rights laws, their meaning, purpose, definition and applicability to all forms
357 of sex-based and gender-based harm; (B) the role drugs and alcohol play in changing behavior
358 and affecting an individual's ability to consent; (C) information on options relating to the
359 reporting of an incident of sexual misconduct, the effects of each option and the methods to
360 report an incident of sexual misconduct, including confidential and anonymous disclosure; (D)
361 information on the institution's policies and procedures for resolving sexual misconduct
362 complaints and the range of sanctions or penalties the institution may impose on students and
363 employees found responsible for a violation; (E) the name, contact information and role of the
364 confidential resource provider; and (F) strategies for bystander intervention and risk reduction;
365 and (ii) information on opportunities for ongoing sexual misconduct prevention and awareness
366 campaigns and programming.

367 (n) An individual who participates in the implementation of an institution of higher
368 education's disciplinary process for addressing complaints of sexual misconduct, including an
369 individual responsible for resolving complaints of reported incidents, shall have training or
370 experience in handling sexual misconduct complaints and the operations of the institution's
371 applicable disciplinary process. The training shall include, but not be limited to: (i) information
372 on working with and interviewing persons subjected sexual misconduct; (ii) information on
373 particular types of conduct that constitute sexual misconduct; (iii) information on consent and the
374 role drugs and alcohol may play in an individual's ability to consent; (iv) the effects of trauma,
375 including any neurobiological impact on an individual; (v) cultural competence training
376 regarding how sexual misconduct may impact individuals differently depending on factors that
377 contribute to an individual's cultural background, including, but not limited to, national origin,
378 sex, ethnicity, religion, gender identity, gender expression and sexual orientation; (vi) ways to
379 communicate sensitively and compassionately with a reporting party of sexual misconduct
380 including, but not limited to, an awareness of responding to a reporting party with consideration
381 of that party's cultural background and providing services to or assisting in locating services for
382 the reporting party; (vii) training and information regarding how sexual misconduct may impact
383 individuals with developmental or intellectual disabilities; and (viii) training on the principles of
384 due process necessary to ensure that proceedings are conducted impartially in a manner that is
385 fundamentally fair to all parties.

386 (o) Each institution of higher education shall ensure that its Title IX coordinator and
387 members of its special or campus police force or the campus safety personnel employed by the
388 institution are educated and trained in the awareness and prevention of sexual misconduct.

389 (p) Nothing in this section shall prevent any other civil rights remedies available through
390 any other provision of state or federal law.

391 (q) Annually, not later than December 1, each institution of higher education shall
392 prepare and submit to the department of higher education a report that includes: (i) the total
393 number of allegations of sexual misconduct reported to the institution's Title IX coordinator by a
394 , student or employee of the institution against another student or employee of the institution; (ii)
395 the number of allegations made by a student or employee of the institution against another
396 student or employee of the institution investigated by local or state law enforcement agency, if
397 known; (iii) the number of students and employees found responsible for violating an
398 institution's policies prohibiting sexual misconduct; (iv) the number of students and employees
399 found not responsible for violating an institution's policies prohibiting sexual misconduct; and
400 (v) the number of disciplinary actions imposed by the institution as a result of a finding of
401 responsibility for violating an institution's policies prohibiting sexual misconduct. Such incident
402 data shall be reported in the form and manner established by the department, in consultation with
403 the attorney general, and in a manner that complies with state and federal privacy laws. The
404 department shall analyze the incident data and shall publish an annual report containing
405 aggregate statewide information on the frequency and nature of sexual misconduct at institutions.
406 The department shall file the annual report with the attorney general, the clerks of the senate and
407 the house of representatives and the joint committee on higher education.

408 (r) The department of higher education shall promulgate regulations necessary to
409 implement this section

410 SECTION 2. The department of higher education shall promulgate regulations to
411 implement subsection (c) of section 168E of chapter 6 of the General Laws not later than August
412 1, 2021.

413 SECTION 3. The task force on sexual misconduct surveys established in section 168D of
414 the General Laws shall provide the model questions and related recommendations required under
415 said section 168D to the commissioner of higher education not later than January 1, 2022.

416 SECTION 4. Section 1 shall take effect on August 1, 2021.