

SEXUAL HARASSMENT

Sexual harassment is a form of sex discrimination that violates federal and state laws and university policy. Tufts University, its agents, supervisory employees, employees, and students shall be held liable for their acts of sexual harassment and are subject to appropriate university disciplinary action and personal legal liability. Sexual harassment is prohibited at Tufts University.

Sexual harassment, whether between people of different sexes or the same sex, is defined to include, but is not limited to: unwanted sexual advances, unwelcome requests for sexual favors, and other behavior of a sexual nature when any of the following occurs:

- > Submission to such conduct is made either explicitly or implicitly a term and condition of an individual's academic status or employment
- > Submission to, or rejection of, such conduct by an individual is used as a basis for employment or academic decisions affecting him or her
- > Such conduct, whether verbal or physical, has the purpose or effect of unreasonably interfering with the individual's academic or work performance or of creating an intimidating, hostile, or offensive environment in which to work or to learn

WHERE TO FIND HELP

Contact the Dean of Student Affairs Office in Dowling Hall (617-627-3158 or x7-3158) or the Office of Equal Opportunity in Ballou Hall (617-627-3298 or x7-3298). Information is also available on the OEO Web site at <http://www.tufts.edu/o eo/harass.pdf>.

CONSENSUAL RELATIONS WITH FACULTY AND ACADEMIC ADMINISTRATORS

Tufts strives to maintain a professional educational environment. Because faculty members, academic administrators, teaching assistants, and resident directors exercise authority over students, amorous, dating, or sexual relationships between faculty members/academic administrators and students over whom the university official is in a position to exercise authority in any way is prohibited. If you are concerned or have questions about a relationship between a student (you or someone else) and a faculty member/academic administrator, assistance can be provided by the Dean of Student Affairs Office or the Office of Equal Opportunity.

NO-SMOKING POLICY

Massachusetts State Law requires that all public areas be designated non-smoking areas. Tufts University has implemented a smoke-free environment. The no-smoking policy affects all indoor spaces, all university facilities, residences, fraternities, and sororities. Refer to <http://www.mass.gov/legis/laws> for a full description.

TUFTS UNIVERSITY POLICY ON POLITICAL ACTIVITIES

The university is committed to free and open discussion of ideas and opinions. Tufts encourages students, faculty, and staff to exercise their civic rights to participate as individuals in the electoral process. Because the university is a tax-exempt entity, Tufts is prohibited by law from participating in or attempting to influence campaigns for any elective public office. Federal Election Commission regulations also restrict the political activity of educational institutions. To comply with these and related legal requirements, the university maintains this policy with respect to political activities on campus.

With regard to support or opposition to candidates for election to public office, members of the university community are free to express their opinions and engage in political activities in their individual capacities but need to avoid utilizing university resources in such activities or actions that give the appearance that they are speaking or acting on behalf of the university.

GUIDELINES:

This policy applies only to declared candidates.

- > The university is open to viewpoints on a nonpartisan basis and suggests that invitations to speak be extended to all rather than selected candidates.
- > It should be made clear to the candidate and the campaign that no fundraising may take place during the appearance or other visit to campus.
- > Reasonable efforts should be made to ensure that the event does not become a campaign rally, but rather is a speech on a given topic delivered in an academic environment.
- > The sponsoring organization should make clear in the introduction of the speaker and in all publicity and notices for the event that the candidate is speaking at the invitation of the organization (not the invitation of Tufts University) and that Tufts University does not endorse political candidates.
- > Any expenses associated with the event that are typically not covered by Tufts should be billed to the sponsoring organization so that there is no appearance of sponsorship by the university.

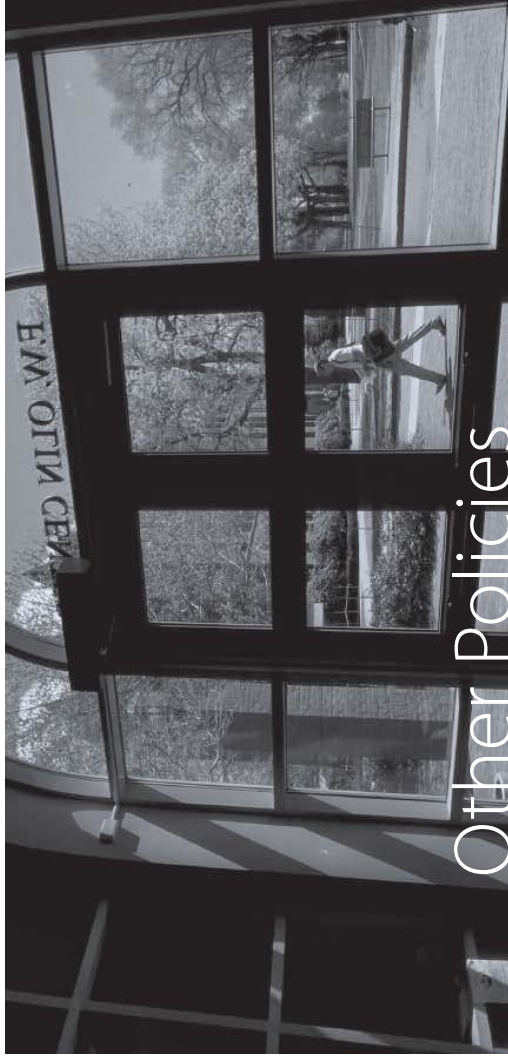
Should you have any questions relating to this policy, contact the Dean of Students, General Counsel, or Vice President for University Relations.

FIREARMS, FIREWORKS, EXPLOSIVES, AND OTHER WEAPONS

Bringing firearms (real or replica), which include any pistol, revolver, paintball gun, rifle, automatic weapon, or smoothbore, from which a shot, bullet, or pellet (e.g., BB gun) can be discharged by whatever means, loaded or unloaded, or any type of incendiary device, including fireworks, onto a college campus or into its vicinity without written authorization by the institution is an offense punishable by disciplinary action and/or state and federal law. Possession of nunchucks or other weapons used in martial arts is also prohibited.

HUMAN-SUBJECT RESEARCH PROJECTS

From time to time, students are requested by researchers of Tufts University and other institutions to take part in human-subject research projects. Most of these projects provide useful information on behavioral, social, and physiological reactions. The university has designated the Institutional Review Board (IRB) to set policies and standards for the use of students, faculty members, and other personnel in these projects. Failure to obtain IRB approval or an exemption prior to beginning human-subject research is considered noncompliance. The university is required to report serious or continuing noncompliance or the suspension of human-subject research to the Office of Human Research Protections at the Department of Health and Human Services and to any funding agencies that may be involved. For the researcher, noncompliance can result in suspension of research, inability to publish, destruction of data, and other sanctions. For the institution, it could mean the suspension of its FWA, which would cause all human-subject research at Tufts to stop until FWA is reinstated. Often, reinstatement requires that all studies be reviewed again before they resume. This is a serious matter for both individuals and for the community and it is critically important that everyone follow the appropriate procedures for human-subject research. For more information, see <http://www.tufts.edu/central/research/IRB/main.htm>.



Other Policies of the University

General university policies are available at <http://inside.tufts.edu/announce/index.php?t=id&id=237>. These policies are generally applicable to Arts and Sciences and Engineering students.

POLICIES ON PROMOTION, SOLICITATION, AND GATHERINGS ON CAMPUS

ADVERTISING

POSTERS, FLYERS, BANNERS

Below are basic guidelines for campus advertising. Students should consult the Office of Student Activities and especially <http://ase.tufts.edu/osa/documents/posterpolicy.pdf> for the complete poster policy.

- > No banners may be posted on the exterior of any university buildings, including residence halls and fraternities and sororities. No banners may be hung or draped on trees, lampposts, or other structures, including stakes in the ground. Banners or placards may be held by those participating in an event, rally, or demonstration.
- > Posters and flyers advertising events sponsored by TCU-recognized and university-registered student organizations, including all fraternities and sororities, may be posted only in authorized areas.
- > The name of the sponsoring group must appear on all posters, flyers, or ads, and the content must conform to state law and university policies.
- > No student organization may advertise off campus, except through electronic means, without permission from the Director of the Office of Student Activities.
- > Posters may not be affixed using adhesive-backed material that cannot be removed easily.