



Albert Einstein College of Medicine

Annual Security Report

October 1, 2025

Calendar Year 2024

Albert Einstein College of Medicine

Jack & Pearl Resnick Campus

Bronx, NY

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ABOUT THE ANNUAL SECURITY REPORT

This Annual Security Report (this “Report”) is prepared by Albert Einstein College of Medicine (“Einstein” or the “College”) to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”) and the Campus Sex Crimes Prevention Act. This Report is updated annually by the College on or about October 1st. The College provides a notice of availability of this Report to current students and employees (and in certain circumstances also provides them with a copy), and also provides a notice of availability of this Report to prospective students and employees. This Report is also available on-line on the College’s website at: <https://intranet.einsteinmed.edu/download/?token=GX3BKHZyxCOIbXXhiqJV2HADuqjIYITaAGTfjWgc39Q>

You may request a paper copy of this Report by contacting the Einstein Security Department (718-430-2180 or edusecurity@einsteinmed.edu), the Einstein Office of Student Affairs (718-430-3060), or the College’s Human Resources Department (718-430-2541).

The Einstein Security Department is responsible for ensuring the annual publication and dissemination of this Report including compiling the required policy statements and gathering the required crime statistics from other College and departments and the New York City Police Department (“NYPD”) and other applicable police departments and law enforcement agencies, and third parties. The Einstein Security Department is in charge of operating the Security Department on the Jack & Pearl Resnick Campus of the College (consisting of several buildings in the Bronx) and ensures the annual publication of a security report for such campus).

The purpose of this Report is to provide the College community with accurate information about campus security policies, victim’s rights, and crimes occurring on and around the campus.

This Report relates to the Einstein Campus in the Jack & Pearl Resnick Campus.

An Annual Fire Safety Report is also prepared and published on or about October 1st. The report for the Einstein Campus is posted on-line on the College’s website at:

<https://intranet.einsteinmed.edu/download/?token=23YqC%2fppe%2b9EDaw9aroSNHYD%2f4EW6handKCC1wErYAs>

MESSAGE FROM THE EINSTEIN SECURITY DEPARTMENT

Campus safety and security is a shared responsibility. The best protection against campus crime is an aware, informed and alert campus community; students, faculty and staff who use reason and caution; and a proactive security presence. The vast majority of the College's students, faculty, staff and visitors will never experience crime during their time at the College. However, despite the College's best efforts, crimes may still occur. The College is committed to maintaining a safe and secure campus. If you have any concerns, questions or comments about the College's campus safety and security programming, please contact the Einstein Security Department at 718-430-2180.

REPORTING CRIMES, SERIOUS INCIDENTS, AND OTHER EMERGENCIES

The College recognizes that it is essential for all members of the College community to maintain the highest ethical standards of conduct and integrity. It is important for a College community member to act immediately in suspected cases of abuse or other crimes, or in a circumstance where a member finds himself/herself either a victim or a witness to questionable activity. In such situations:

- If immediate emergency assistance is required, or a crime is in progress, dial 9-1-1 to call the NYPD.
- For a non-emergency situation, call the Einstein Security Department (718-430-2180, in-house Ext. 2180). The Einstein Security Department can help assess the situation and determine what other notification or action is necessary.
- Information on potential criminal activity also may be reported anonymously to the College's confidential Compliance Hotline by calling the toll-free hotline at 800-662-8595 or online by visiting Montefiore.alertline.com

The Einstein Security Department maintains an excellent working relationship with the NYPD, the New York City Fire Department ("FDNY"), and other emergency responders. The College has a Memorandum of Understanding with the NYPD, which provides that an investigation be conducted in cooperation with the NYPD of any violent felony offense or missing student on campus. The College also generally reports other serious crimes to the NYPD for their assistance and follow-up investigation.

Alternatively, the following College departments also can be contacted to report crimes or other serious incidents. These departments will in turn contact the Einstein Security Department.

- | | |
|--|----------------|
| • Title IX Coordinator | (718-430-2541) |
| • Einstein Office of Community Engagement and Outreach | (718-430-3091) |
| • Einstein Graduate Education | (718-430-8682) |
| • Einstein Student Housing Management Office | (718-430-3552) |
| • Einstein Office of Student Affairs | (718-430-3060) |
| • Einstein Office of Student Life | (718-430-2394) |
| • Einstein Human Resources Department | (718-430-2541) |
| • Falk Recreation Center | (718-430-4298) |

These departments (and their authorized personnel), as well as the Einstein Security Department, are designated as “campus security authorities,” as defined by the Clery Act.

Voluntary, Confidential Reporting of Crimes

The College encourages any victim of a crime committed on campus to report the crime to the Einstein Security Department (718-430-2180, in-house Ext. 2180) or other campus security authorities. If requested by the victim and to the extent permitted by applicable law, the College will endeavor to keep confidential the identity of the victim. Reporting the crime to the College will enable it to keep accurate records of the number of crimes committed on campus, determine if there is a pattern of crime with regard to a particular location, method or assailant, and alert the other members of the campus community to potential danger thereby assisting the College’s efforts to protect the members of the campus community. Reports are counted and disclosed in the annual crime statistics for the College.

Pastoral and Professional Counselors

“Pastoral Counselors” and “Professional Counselors”, when acting as such, are not considered to be “campus security authorities” and are not required to report crimes for the purpose of investigating or inclusion in the College’s annual crime statistics. As a matter of policy, they are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion in the College’s annual crime statistics or otherwise to the appropriate law enforcement agency.

A “Pastoral Counselor” is defined as a person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.

A “Professional Counselor” is defined as a person whose official responsibilities include providing mental health counseling to members of the College’s community and who is functioning within the scope of his or her license or certification. This definition applies even to professional counselors who are not employees of the College, but are under contract to provide counseling at the College.

SAFETY AND SECURITY AT EINSTEIN

The Einstein Security Department

The Einstein Security Department is primarily staffed by a third party contractor carefully selected by the College. The Chief of Security is employed directly by the College, and the other members of the Einstein Security Department are employed by this third party.

Chief of Security	Neil Kaplan
Securitas Account Manager	Nestor Chavarria
Securitas Assistant Manager	Rosa Hort

The Chief of Security is on call twenty-four hours a day, seven days a week, to deal with special situations and emergencies. In addition, the Einstein Security Department is comprised of an additional approximately 64 full-time Uniformed Security Officers licensed by New York State. Einstein Security Department staff are not sworn officers and do not have arrest authority. They are assigned to both fixed and mobile posts, and patrols are conducted in vehicles and on foot across the campus. All security guards receive both pre-employment and in-service training as required by the New York State Security Guard Act. In addition, many of the Einstein Security Department staff also received CPR/AED training.

Working with the New York City Police Department

The Einstein Security Department maintains a strong, collaborative working relationship with the NYPD. The Einstein Campus is located within the boundaries of the 49th Precinct of the NYPD. The 49th Precinct is located at 2121 Eastchester Road (718-918-2000).

If the NYPD is contacted about criminal activity occurring off campus involving students of the College, the NYPD may notify the College. However, there is no official NYPD policy requiring such notification. Students in these cases may be subject to arrest by the NYPD and College disciplinary proceedings.

Crime Awareness and Crime Prevention Programming

Prior to the start of the Fall semester, the Einstein Security Department conducts a comprehensive Security Orientation Program with all incoming M.D., Ph.D. and other graduate students designed to forge a partnership with the Einstein Security Department in preventing crime and enhancing security awareness on campus.

This program is designed to inform students about campus security procedures and practices and to encourage students to be responsible for their own security and the security of others. During the program, information concerning security awareness, crime prevention, fire safety and other campus security-related matters is distributed and discussed.

Additionally, from time to time the NYPD Community Affairs Division provides the Einstein Security Department with crime prevention tips, security advisories and other relevant information regarding conditions surrounding the campus. This information, when relevant, is forwarded by the Einstein Security Department to students and employees via an email message and/or via campus flat screens monitors.

The Einstein Security Department's website at <https://einsteinmed.edu/administration/security-transportation> also includes various safety tips and other security-related material. The website is accessible to everyone, including all students and employees.

Security and Access to Campus Buildings, Including College Housing

The College takes its responsibilities seriously to help secure its buildings for students, faculty, staff and visitors. Security Officers, as well as electronic devices in certain circumstance, are used to control access at open buildings, including College housing, and patrols are in place on the campus twenty-four hours a day, seven days a week. Additional personnel are provided for special events held on campus. The post assignments for Security Officers are constantly evaluated and modified, if necessary, to meet current needs.

Additionally, a security escort is available to all students and employees upon request to provide an extra measure of security when walking throughout campus, including to/from College housing. A security escort may be a foot patrol officer or an officer in a vehicle.

The Einstein Security Department office is located in the Forchheimer building, 1300 Morris Park Avenue, Room G-9. The office can be contacted by calling 718-430-2180 (in-house Ext. 2180). The Security Base, which is operational twenty-four hours a day, seven days a week, is located in the lobby of the Forchheimer building, and can be contacted by calling (718-430-2019, in-house Ext. 2019). All calls for Emergency Assistance should be made to the Security Base at 718-430-**4111**. The Security Officer answering the call will dispatch security personnel to handle the situation and place calls for the NYPD, FDNY and/or EMS.

Valid College identification/access cards must be displayed to gain entrance to buildings and offices, as applicable. Visitors are checked in at the Security Desk of each building, as applicable. With respect to College housing, no one is allowed unless he/she is a resident or other authorized visitor. For further information, please refer to the applicable Guest Policy which is available online on the College's website at:

<https://www.einsteinmed.edu/administration/auxiliary-services/housing/>

Video surveillance cameras and intrusion alarm systems are installed at certain key locations on campus and are an integral part of the overall security monitoring system. Security personnel are equipped with portable radios for emergency communication.

Security Considerations in the Maintenance of Campus Facilities

The College endeavors to maintain its facilities in a manner that minimizes hazardous conditions. Security Officers regularly patrol the campus and report malfunctioning lights and other unsafe physical conditions to the Einstein Security Department, where a report is then prepared. Reports are then routed to the appropriate department for corrective action. Members of the College community are encouraged to report to the Einstein Security Department (718-430-2180, in-house Ext. 2180) dangerous or hazardous conditions, or other events that could cause damage to campus facilities, and appropriate personnel will be dispatched to correct the condition.

Notifying the Campus About Crimes and Emergency Situations

Timely Warnings

To help prevent crimes or serious incidents, the Einstein Security Department (under the direction of the Chief of Security) will issue a warning in a timely manner (i.e., generally as soon as pertinent information is available to it or other campus security authorities) about the commission of any Clery Act Crime (i.e., those listed in the annual crime statistics disclosure) committed on campus or in the vicinity via one or more of the following: text-message, voicemail, email, the College's website, the College's hotline, and other available communication channels (which may also include campus flat screens monitors). At times, the Einstein Security Department (under the direction of the Chief of Security or designee) may also issue a timely "Security Advisory" in the event that another situation on campus or in the vicinity arises that, in its judgment, could pose an ongoing threat to the College community. These warnings and advisories are intended to alert the College community to the potential threat, and to help prevent additional crime and promote safety.

Crime prevention is of the utmost concern to everyone. In order for the College's efforts to be effective, security must be a responsibility shared by all members of the campus community. Anyone with information which may necessitate a timely warning or advisory should immediately report the circumstances to the Einstein Security Department (718-430-2180, in-house EXT 2180). Warnings and advisories will withhold the names of victims as confidential. Community Education Security Memos will be periodically distributed to everyone in order to enhance campus safety and security.

The following Emergency Response Policy sets forth the procedures established to address emergency situations requiring immediate notification to the campus community.

Emergency Response Policy

As required by federal law, the College has established the following procedures to address emergency situations requiring immediate notification to the campus community.

The College employs separate procedures that govern timely warnings of campus crimes that are sent to the campus community. This policy applies only in situations where the Emergency Response Group (as defined below) determines that there is an immediate threat of danger to the campus community.

Immediate Notification

Immediate notification will be used in only those situations (e.g., severe weather, major fires and serious crimes) that occur on campus and involve an imminent threat to the health or safety of students or staff.

In the event of a significant emergency or dangerous event requiring immediate notification, the College will employ an alert system that includes any or all of the following: text-message, voicemail, email, the College's website, the College's hotline, and other available communication channels (which may include campus flat screens).

The College will generally provide follow-up information to the larger community as appropriate via the College's website.

The alert system is provided in addition to existing emergency notification procedures and does not replace or eliminate any other emergency notification system (e.g., fire alarms or intrusion alarm systems). If the College follows its immediate notification procedures in the case of an immediate threat, the College is not obligated to issue a timely warning based on the same circumstances.

Emergency Response

The members of the Emergency Response Group are responsible for determining whether there is a significant emergency or dangerous situation on campus. If a member of the Emergency Response Group becomes aware of a significant on-campus emergency or dangerous situation involving an immediate threat to the health or safety of students or staff, he/she will take appropriate action to confirm the existence of the situation and (in conjunction with the other members of the Emergency Response Group) will determine the appropriate segment or segments of the campus community to receive the alert message.

The Emergency Response Group will immediately notify the Office for Communications and Public Affairs of any emergency or dangerous situation, and all public inquiries will be directed to such office.

The Emergency Response Group will, without delay, and taking into account the safety of the community, determine the content of the immediate notification and initiate the alert system, unless issuing an alert will, in the professional judgment of the Emergency Response Group or other responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency situation.

The Office of the Dean as well as the Senior Associate Dean for Operations and Finance, the Associate Dean for Student Affairs, Senior Associate Dean for Medical Education, Associate Dean for Graduate Program and Bio-medical Studies, Chief of Security and Transportation, Director for Facilities Management and Engineering, Senior Director for Environmental Health and Safety, Vice-President for Human Resources, Associate Dean for the Office of Communications and Public Affairs form the Emergency Response Group and will also be immediately notified of any emergency or dangerous situation and , as appropriate consulted in making any such determination.

The police and other emergency personnel will be contacted as appropriate.

Alert System

The College maintains multiple systems for alerting students and staff about campus emergencies. The College provides alert messages to the campus community, via the ALERT system (a/k/a Everbridge). On the Einstein Campus, an emergency notification through Everbridge (which may include instructions to be followed for safety purposes) may be sent via one or more e-mail, voice, and text/SMS messages. Each message format includes a receipt confirmation component. Providing multiple options helps ensure communication to all of the campus community. To

receive these notifications, students and staff are strongly encouraged to register their cell phones, text devices, PDAs and land-line phones by contacting the Einstein Security Department office (Forchheimer G-9). Emergencyalerts@einsteinmed.edu Emergency alerting is part of on-boarding and employee orientation.

Additional information and web-links as it relates to emergency preparedness at the Einstein Campus can be found at: [Einstein Campus Emergency Information | Security & Transportation | Albert Einstein College of Medicine | Security & Transportation | Albert Einstein College of Medicine | Montefiore Einstein](#) and <https://intranet.einsteinmed.edu/download/?token=fFGNbF6zRQ3vQqxyPWmhQlZe49AWWw8JYF%2bUi5qZcQc>

Annual Testing

The Security Department, in conjunction with the Department of Environmental Health and Safety (as applicable), is responsible for testing the College’s emergency response and evacuation procedures at least once per year. These tests may be announced or unannounced. The Security Department and/or the Department of Environmental Health and Safety (as applicable) is responsible for maintaining documentation for each test, including a description of the exercise, the date and time of the exercise, and whether the drill was announced or unannounced. The College will publicize (generally via e-mail but at times it also may use other forms of communication) its emergency response policy and emergency response procedures to all current students and staff in conjunction with at least one test per year.

The Einstein Emergency Response Policy is located at
<https://intranet.einsteinmed.edu/download/?token=fFGNbF6zRQ3vQqxyPWmhQlZe49AWWw8JYF%2bUi5qZcQc>

ALBERT EINSTEIN COLLEGE OF MEDICINE (EINSTEIN)

Emergency Response Group*	• Chief of Security • Associate Vice-President Environmental Health and Safety • Senior Directors of Engineering Operations • Fire Safety Officer • Business Office: 1-Executive Dean 2-Senior Associate Dean for Operations and Finance
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* The Emergency Response Notification Group will be notified and consulted as provided above. In the event of a vacancy in any of the positions referred to herein, the person performing the duties of such vacant position shall be substituted herein.

Daily Crime and Fire Safety Log

The Security Department located in the Forchheimer Building (G-9) maintains a daily Crime Log and Fire Safety Log). The logs for the most recent 60-day period are available for public inspection, upon request, during normal business hours, Monday to Friday, and information for prior periods is available upon request to the Security Department, with at least 2 business days' prior notice. Notice of the availability of the logs can be found on the College's website at:

<https://einsteinmed.edu/sites/default/files/2024-02/Daily-Crime-and-Fire-Safety-Log.pdf>

These logs include all crimes, fire-related incidents and other serious incidents reported to the Security Department that occur on the applicable campus, including non-campus buildings or properties, on public property or within the Security Department's jurisdiction, or crimes reported to the Security Department by the NYPD.

The logs set forth the incident type, date the incident is reported, date and time of occurrence, and general location of the incident, as well as the disposition of the incident (if this information is known). An incident is posted into the log by the Security Department within 2 business days of it receiving a report of an incident, provided that the Security Department may exclude reports from a log in certain circumstances as permitted by law.

CAMPUS SEXUAL ASSAULT POLICIES INCLUDING SEXUAL HARASSMENT, SEXUAL ABUSE/ASSAULT, STALKING, AND DATING VIOLENCE/DOMESTIC VIOLENCE

Respect for one another is essential to preserving the spirit of the College community. Membership in the community entails certain rights and responsibilities. All members of the community are afforded these rights, and are equally accountable to uphold their responsibilities. Members are also expected to abide by all Federal, New York State, and New York City laws.

The College has a Policy and Procedures Addressing Title IX and Other Sexual Misconduct (including Sexual Harassment, Sexual Abuse/Assault, Stalking, Domestic Violence and Dating Violence) (the “Title IX Policy”). It can be found at: <https://intranet.einsteinmed.edu/download/?token=N6acmWqlH6lDC%2fFiZZ9GWne5%2fV7dJjwrM9V2UpyZvlw>

The College prohibits the crimes of dating violence, domestic violence, sexual assault and stalking, as those terms are defined for purposes of the Clery Act.

Some of the pertinent provisions of the Title IX Policy are as follows:

II. Scope of this Policy

This Policy governs the conduct of all Einstein students, faculty and employees, as well as employees of affiliates and other third parties who engage with Einstein’s education program and activity. The ability of the College of Medicine to address third party conduct governed by this Policy will depend on Einstein’s relationship with that third party.

This Policy prohibits sex discrimination, sexual misconduct, including Title IX Sexual Harassment, and other prohibited conduct that occurs within Einstein’s education program or activity, including conduct that occurs on campus and conduct that occurs off campus but has a reasonable connection to Einstein, including but not limited to, Einstein study-abroad programs and conduct that is otherwise subject to Einstein’s disciplinary authority.

III.B. Title IX Coordinator

Reports or Complaints of prohibited conduct should be directed to the Title IX Coordinator. Any questions or concerns about this [Title IX] Policy should be directed to the Title IX Coordinator.

Einstein’s Title IX Coordinator is:
Yvonne Ramirez
1300 Morris Park Ave., Belfer 1209
Bronx, NY 10461
(718) 430-2541
Yvonne.ramirez@einsteinmed.edu

Inquiries about Title IX may be referred to Einstein’s Title IX Coordinator, the United States Department of Education, the Office for Civil Rights or both.

Einstein's Title IX Coordinator is responsible for coordinating Einstein's compliance with its obligations under Title IX of the Education Amendments of 1972, New York State Education Law Article 129-B ("Enough is Enough") and other federal, state and local laws pertaining to sex discrimination and sexual misconduct.

The Title IX Coordinator has overall responsibility for implementation and compliance with this [Title IX] Policy, including overseeing Einstein's response to complaints of sex discrimination and sexual misconduct, providing education and training about this policy, and carrying out the other functions of the position as set forth in this [Title IX] Policy.

The Title IX Coordinator will monitor Einstein's education program and activity for barriers to reporting information about conduct that reasonably may constitute sex discrimination under Title IX and take steps reasonably calculated to address such barriers.

The Title IX Coordinator will receive annual training as required by law.

In the event of Ms. Ramirez's absence (or in the event of a conflict of interest), her duties as Title IX Coordinator will be carried out by:

Allison Ludwig, M.D.
Associate Dean for Student Affairs
1300 Morris Park Ave., Belfer 210
Bronx, New York 10461
(718) 430-3060
Allison.ludwig@einsteinmed.edu

III. C. RESOURCES AND INFORMATION FOR INDIVIDUALS AFFECTED BY PROHIBITED CONDUCT

Einstein is committed to providing assistance, support, and resources to individuals affected by prohibited conduct.

III.C. 1. Obtaining Immediate Medical Attention and Emotional Support

Individuals who have experienced sexual violence should promptly seek medical attention both to address their own health and to preserve potential evidence. This is strongly encouraged, regardless of whether the individual wants to file a complaint or pursue an investigation with Einstein or local law enforcement.

Einstein strongly encourages individuals affected by sexual misconduct to seek emotional support, either on or off campus.

Information and resources, including emergency assistance, hospitals, medical care, mental health treatment, counseling, and other support services, are included in Appendix D [of the Title IX Policy]. If desired, Einstein can assist with accessing these resources.

III.C.2. Reporting to Outside Law Enforcement

Students, employees and other members of the Einstein community have the right to report to local law enforcement and/or State Police (“outside law enforcement”). However, Einstein will not require that a Complainant report to outside law enforcement, nor will Einstein do so without the Complainant’s agreement, except in exceptional circumstances. Einstein may report sexual misconduct to outside law enforcement without the Complainant’s consent if Einstein determines that the Respondent poses a serious continuing threat to the physical safety of the Complainant or any other person.

If a student, employee or other community member chooses to report sexual misconduct to outside law enforcement, Einstein can provide assistance if desired.

Einstein will cooperate with police investigations but will not delay its investigation of a complaint in the absence of extenuating circumstances and will conduct its investigation simultaneously with any police/criminal justice system investigation. Einstein’s system and police/criminal justice system work independently of one another. Because the standards for finding a violation of the New York State Penal Law are different from the standards in this [Title IX] Policy, criminal investigations or reports are not solely determinative of whether or not misconduct under this [Title IX] Policy has occurred. A plain language explanation of distinctions between the New York State Penal Law and Einstein’s policy and processes for addressing gender-based misconduct is included in Appendix C [to the Title IX Policy].

Additional information about law enforcement is included in Appendix D [to the Title IX Policy].

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III.D.3. Reporting Prohibited Conduct to Einstein

Einstein strongly encourages individuals affected by sex discrimination, sexual misconduct or other conduct prohibited by this Policy to promptly report allegations to Einstein. Reporting enables Einstein to respond promptly and effectively to sex discrimination and other prohibited conduct. Although there is no timeframe by which a complaint of prohibited conduct must be made, Einstein’s ability to respond or investigate may be limited when there is a significant delay in reporting

III.D.4. Where to Report

Anyone who wishes to make a report or file a complaint regarding a violation of this [Title IX] Policy may do so at any time by contacting any of the individuals designated below. These designated officials are trained to receive allegations of sex discrimination and sexual misconduct, to ensure such complaints are investigated in accordance with this [Title IX] Policy and to help Complainants receive necessary assistance.

Students and employees are encouraged to report allegations to these designated officials,

regardless of whether they have reported the incident to outside law enforcement authorities and regardless of where the incident took place.

Title IX Coordinator/Vice President for Human Resources

Yvonne Ramirez
1300 Morris Park Ave., Belfer 1209
Bronx, NY 10461
718 430-2541 Yvonne.ramirez@einsteinmed.edu

Vice Dean, Education

Yoon Kang
1300 Morris Park Ave., Belfer 312A
Bronx, New York 10461
Yoon.kang@einsteinmed.edu

Associate Dean for Student Affairs

Dr. Allison Ludwig
1300 Morris Park Ave. Belfer 210 Bronx,
New York 10461
718 430-3060
Allison.ludwig@einsteinmed.edu

Security Department

Neil Kaplan, Chief of Security
1300 Morris Park Ave., Forchheimer G9
Bronx, New York 10461
718 430-2180
Neil.kaplan@einsteinmed.edu

Senior Counsel

Dana Lee
1300 Morris Park Ave., Belfer 310
Bronx, New York 10461
718 430-2546
Dana.lee@einsteinmed.edu

Dr. Victoria Freedman

1300 Morris Park Ave., Belfer 214B
Bronx, New York 10461
718 430-2872
Victoria.freedman@einsteinmed.edu

Einstein Housing Office

Dennis Renton
1935 Eastchester Road
Bronx, NY 10461
718 430-3555
Dennis.renton@einsteinmed.edu

III.D.5. When a Report is Received

When any of the designated officials above are notified of any prohibited conduct under this [Title IX] Policy, they will provide a copy of this Policy to the Complainant (if the Complainant was the reporter) and will immediately notify the Title IX Coordinator. The Title IX Coordinator or their designee will address the matter in accordance with this [Title IX] Policy, including providing appropriate supportive measures (addressed in Section VIII, Supportive Measures, Accommodations and Interim Protective Measures, below).

When any of the designated officials above are notified of a report of sexual assault, domestic violence, dating violence or stalking, they will notify the reporting individual: “You have the right to make a report to Campus Security, local law enforcement, and/or State Police or choose not to report; to report the incident to Einstein; to be protected by Einstein from retaliation for reporting an incident; and to receive assistance and resources from Einstein.”

Information Shared at Public Awareness Events – When the Title IX Coordinator is notified of information about conduct that reasonably may constitute sex-based harassment or sexual misconduct that was provided by a person during a public event to raise awareness about sex-based harassment that was held on Einstein’s campus or through an online platform sponsored by Einstein, Einstein will not act in response to that information, unless it indicates an imminent and serious threat to the health and safety of a complainant, any students, employees or other persons. Einstein will, however, use this information to inform its efforts to prevent sex discrimination and sexual misconduct within its education program and activity, including providing tailored training, as necessary.

III.D.6. Confidentiality vs. Privacy After a Report is Received

After a report is received, Einstein is not able to guarantee confidentiality, because doing so may limit Einstein’s ability to respond promptly and effectively, to ensure a safe, non-discriminatory and harassment-free environment and to effectuate this [Title IX] Policy.

However, Einstein will maintain the privacy of the Complainant, reporter, Respondent and witnesses to the greatest extent possible. Information in connection with the allegations will be shared with only those Einstein staff who have a legitimate need for the information, or as otherwise required by law or this [Title IX] Policy. Einstein will take reasonable steps to protect the privacy of the parties and witnesses during the pendency of its grievance procedures. See Section XI, Title IX Sexual Harassment Grievance Procedures.

III.D.7. Anonymous Reports

Individuals who wish to notify Einstein of a violation of this [Title IX] Policy while remaining anonymous, may report to the Confidential Complaint Hotline:

Confidential Complaint Hotline

1-800-662-8595

<https://www.montefiore.org/compliance-hotline>

Einstein will investigate anonymous reports to the extent possible, although an anonymous

report will likely affect Einstein's ability to investigate and respond effectively. To the extent there is a concern regarding retaliation, retaliation is strictly prohibited. Einstein will take steps to prevent retaliation and will discipline those that commit retaliation.

Clery Act: Einstein has an obligation to report certain crimes in its annual security report pursuant to the Clery Act. However, it will do so in an anonymized manner that identifies neither the specifics of the crime (such as date/time/location) nor the identity of the alleged victim or the reporting individual. The Clery Act also requires Einstein to maintain a daily crime log and issue timely warnings for certain crimes that represent a serious or continuing threat to students and employees, except in those circumstances where reporting such information may compromise current law enforcement efforts or identity the reporting individual. The daily crime log and timely warnings do not identify the alleged victim or the reporting individual.

FERPA: The Family Educational Rights and Privacy Act permits institutions to share information with parents when: (i) there is a health and safety emergency, or (ii) when the student is a dependent on either parent's prior year federal income tax return. However, Einstein generally will not share information about prohibited conduct under this [Title IX] Policy with a parent without the permission of the student.

III.D.8. Filing External Complaints

In addition to reporting prohibited conduct to Einstein, individuals have the right to avail themselves of any and all of their rights under the law, including but not limited to filing complaints with one or more of the external agencies listed below:

- U.S. Department of Education, Office for Civil Rights
- U.S. Equal Employment Opportunity Commission
- New York State Division of Human Rights
- New York City Commission on Human Rights
- National Institutes of Health

III.E. Supportive Measures, Accommodations and Interim Protective Measures

III.E.1. Supportive Measures

Supportive Measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a complaint, or where no complaint has been filed. Supportive measures are designed to restore or preserve equal access to Einstein's education program or activity, without unreasonably burdening the other party, including measures that are designed to protect the safety of all parties or Einstein's educational environment, or deter sexual harassment. Einstein will offer and coordinate supportive measures as appropriate for the Complainant, Respondent, reporter and all third-party witnesses. The Title IX Coordinator is responsible for coordinating and ensuring the effective implementation of supportive measures and accommodations. Individuals are encouraged to discuss their options for any supportive measures or accommodations with the Title IX Coordinator who may assist with identifying and obtaining reasonably available accommodations. The Title IX Coordinator may designate other individuals to offer and

coordinate supportive measures, as necessary and appropriate.

Supportive measures are available when Einstein becomes aware of allegations of prohibited conduct under this [Title IX] Policy, whether or not a Complainant chooses to move forward with an investigation and/or resolution. Supportive measures may be provided on an interim or continuing basis.

Supportive measures may include, but are not limited to:

- Counseling
- Extensions of deadlines and other course-related adjustments
- Campus escort services
- Increased security and monitoring of certain areas of the campus
- Einstein issued “No-Contact” orders applied to one or more parties, including mutual restrictions on contact between the parties
- Leaves of absence
- Modifications of work or class schedules
- Changes to academic, living/housing/transportation, employment, working or extracurricular situations, regardless of whether there is or is not a comparable alternative (including transferring to a different class, moving to a different room or residence hall, and changing work schedules)

III.E.2. No-Contact Orders

A No-Contact Order is a directive issued by Einstein prohibiting continued, intentional contact or communication between specific parties.

If parties subject to a No-Contact Order observe each other in a public place, it is the responsibility of the Respondent to leave the area immediately and without directly contacting the Complainant. Einstein may establish an appropriate schedule for the Respondent to access applicable institution buildings and property at a time when such locations are not being accessed by the Complainant.

Intentional violation of a No-Contact Order is a violation of this [Title IX] Policy and may result in additional disciplinary action, including penalties up to and including suspension and expulsion for students and termination of employment for employees.

III.E.3. Interim Protective Measures

Einstein may also take reasonable measures to ensure the safety of Einstein community at large, including:

- ***Administrative Leave*** - Non-student employees may be placed on administrative leave during the pendency of the grievance process with or without pay and in

accordance with any applicable policy providing for administrative leave.

- **Emergency Removal** - Respondents may be subject to emergency removal from Einstein's education program or activity if, after conducting an individualized safety and risk analysis, Einstein determines that doing so is necessary to prevent an immediate threat to the physical health or safety of any student or other individual arising from the allegations of prohibited conduct. If a respondent is subject to emergency removal, Einstein will provide the individual with notice and an opportunity to challenge the decision immediately following the removal as set forth in Section VIII.D, Preamble.

III.E.4. Process for Modification of Supportive Measures and Interim Protective Measures

A complainant or respondent may seek modification or reversal of Einstein's decision to provide, deny, modify or terminate supportive measures or interim protective measures applicable to them. Requests for such modification will be reviewed by the Executive Dean or their designee and must be made in writing and received within five (5) days of the decision under review or if applicable, within five (5) days of a material change in circumstances. The party seeking modification may submit evidence in support of their request. If Executive Dean or their designee determines that the decision to provide, deny, modify, or terminate supportive measures or interim protective measures was unreasonable, or inconsistent with the definition of supportive measures or interim protective measures included within this Policy, Executive Dean or their designee will have the authority to modify or reverse the original decision under review. Executive Dean or their designee will notify the party seeking modification, in writing, within seven (7) days of receipt of their written request for modification. **III.E.5.**

Accommodations

Einstein will provide reasonable accommodations to students and employees participating in any process within this [Title IX] Policy, in compliance with the following policies:

- Student Disability Accommodations Policy provides reasonable accommodations for students with appropriately diagnosed and documented disabilities and identifies guidelines to document the need for accommodation.
- Employee Disability Accommodation Policy provides reasonable accommodations to employees and applicants for employment with qualifying disabilities and identifies the process to request a reasonable accommodation.

Individuals seeking a reasonable accommodation related to the processes described in this [Title IX] Policy should notify the Title IX Coordinator, who will consult, as appropriate, with the Office of Academic Support and Counseling for students or the Office of Human Resources for employees.

Rights of Victims

Students and employee-victims have the right (i) to make a report to the College's Security Department, local law enforcement and/or State Police or choose not to report; (ii) to report the incident to the College; (iii) to be protected by the College from retaliation for reporting an incident; and (iv) to receive assistance and resources from the College.

See Addendum B, Student Bill of Rights, for certain rights of student victims/survivors of sexual assault, domestic violence, dating violence, and/or stalking.

Bystander Intervention

The College expects all members of the College community to take reasonable and prudent actions to prevent or stop an act of discrimination, harassment, or sexual misconduct, and provide assistance if an act has occurred. Taking action or providing assistance may include direct intervention, calling law enforcement, or seeking assistance from a person in authority.

If someone suspects a friend, acquaintance, or stranger may be in a high risk situation for becoming a victim, is being victimized, or has been victimized, it is important to decide as a bystander whether there is a safe and reasonable way to intervene effectively.

Do's:

- Remind friends that affirmative consent is required and it is the difference between sex and sexual assault and that someone can be too intoxicated to consent.
- Take the initiative to help friends who aren't thinking clearly from becoming targets of violence (or) take steps to stop a friend who chooses to use violence.
- When possible, prevent an intoxicated friend/person from going to a private location with an acquaintance or friend.
- Contact the Security Department, the Title IX Coordinator or another person of authority who can assist.

Don'ts:

- Let friends engage in activities, such as excessive alcohol/drug consumption, that impedes judgement and that therefore could lead to actions, including sexual advances, that are unwelcome and/or endanger the rights, safety, and well-being of others.
- Let friends walk/run alone in secluded areas or at night.
- Leave a friend or acquaintance alone at a party.
- Leave residence hall doors unlocked.
- Let friends drink to the point of impairment.
- Place yourself in a vulnerable situation where you are unable to voice consent.

Interim Measures

The College may take reasonable and prudent interim protective measures and accommodations

to protect the alleged victim, the reporter (if different than the alleged victim), the respondent (i.e., the person against whom a report has been filed), and all third party witnesses pending resolution of the complaint, including but not limited to, restrictions on contact, bans from areas of campus, facilities or activities, changes to academic, living or working situations (including transferring to a different class, moving to a different room or residence hall, and changing work schedules). The College also will consider the safety of all others in the College community when making decisions regarding appropriate interim measures. All parties to a complaint will be informed of any interim measures taken by the College, but the College will otherwise endeavor to maintain as confidential such measures to the extent that maintaining them would not impair the ability of the College to provide the measures.

Investigation/Hearing

Complaints will be overseen by the Title IX Coordinator. Upon receipt of a complaint or upon receiving information which the Title IX Coordinator determines on its own warrants further investigation (even if no complaint is filed or even if a complaint is filed and later withdrawn), the Title IX Coordinator will follow the investigation and hearing procedures set forth in the applicable Title IX policy:

<https://intranet.einsteinmed.edu/download/?token=N6acmWqlH6lDC%2fFiZZ9GWne5%2fv7dJjwrM9V2UpyZvlw>

Appeal Process

Either party may appeal the decision of the investigator or, as applicable hearing officer based on the following three grounds: (i) There was a procedural irregularity that would change the outcome; (ii) There is new evidence that would change the outcome and that was not reasonably available when the determination or dismissal was made; (iii) The Title IX Coordinator or investigator/decisionmaker had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that would change the outcome. The appeal request must be submitted to the Title IX Coordinator within 5 days of the date of the final determination letter, and the Title IX Coordinator will then inform the other party who may respond within 5 days. The appeal will be considered by an Appeal Panel, which will include the Dean (or his/her designee) and at least one other individual to be selected by the Dean and the Title IX Coordinator/Vice President for Human Resources. The Appeal Panel will not include any of the following: the Title IX Coordinator/Vice President for Human Resources, anyone who investigated the Complaint, or any Decisionmakers involved in the determination regarding responsibility or dismissal of the Complaint. Both parties will receive notice of the appointment of the Appeal Panel.

Within 10 business days after receiving notice of the appointment of the Appeal Panel, parties may submit a written statement supporting or challenging the outcome.

The appeal will be conducted in a fair and impartial manner. The appeal is not a re-hearing of the underlying matter. The Appeal Panel will review the written investigation report, decisions and all supporting documents, and also may consult with both parties. The Appeal Panel (by majority vote of panelists, or by unanimous decision if less than 3 panelists) can affirm the original

determination of responsibility, alter the determination of responsibility either in whole or in part, and/or alter the sanctions, depending on the circumstances. The matter can also be referred back for further investigation or consideration if appropriate. The Appeal Panel will issue its written decision within 10 business days from the date of the submission of all appeal documents by both parties. The decision will describe the result of the appeal and the rationale for the result. The Title IX Coordinator/Vice President for Human Resources will simultaneously notify the parties as soon as practicable of the decision. Appeal decisions are final.

Timing

The College will endeavor to fully resolve all formal complaints generally within 60 days (or, in the case of a faculty complaint, such other time period as may otherwise be required by the applicable faculty handbook/policy) after receipt of the formal complaint. The 60 day time period may be extended depending on the nature of the allegations, the time of year, and any other unforeseen or extenuating circumstance.

Transcript Notations

Students suspended or expelled for committing an act of sexual assault, stalking, domestic violence, dating violence, or a “violent crime,” as defined by the Clery Act, will have a notation placed on their transcript as follows: “suspended after a finding of responsibility for a code of conduct violation” or “expelled after a finding of responsibility for a code of conduct violation.”

Confidentiality

Information gathered during the investigation process will be handled by the College with due diligence and care. Discreet inquiry, corrective counseling, and trust will be stressed by the College in dealing with all complaints. Records and information concerning complaints will be kept confidential to the greatest extent possible, and the College will comply with all applicable laws in maintaining the confidentiality of the investigation. However, subject to applicable laws, the College cannot guarantee complete confidentiality where it would conflict with the College’s obligations to ensure a safe, non-discriminatory and harassment-free environment. For example, under conditions of potential imminent harm to the community, the College may be required by federal law to inform the community of the occurrence of an incident of sexual violence (but would not identify the victim). In addition, consistent with law, information regarding violations of the Policy may be shared among College personnel as appropriate and necessary.

Complainant Request for Confidentiality

The College will attempt to comply with all requests from a complainant that his/her name or identity not be revealed to the respondent and witnesses. However, the College is not able to guarantee confidentiality because doing so may limit the College’s ability to investigate the allegations and to afford the respondent a fair opportunity to respond to the allegations. Requests for confidentiality should be made to the Title IX Coordinator, and he/she will evaluate any such requests in consultation with the Office of the General Counsel. If possible, the Title IX Coordinator will make an effort to notify the complainant before disclosing the complainant’s identity to the respondent. In all instances, the College will endeavor to maintain the complainant’s and respondent’s privacy and reveal the parties’ identities only to those individuals who need to know

it in order for an investigation to commence or continue (as applicable) and the matter to be adjudicated.

Even College offices and employees who cannot guarantee confidentiality will maintain the complainant's privacy to the greatest extent possible. The information the complainant provides to a non-confidential resource will be relayed only as necessary for the Title IX Coordinator to investigate and/or seek a resolution.

The College takes steps to ensure that a victim's personally identifying information is protected and not included in publicly-available records, including this Report and the Daily Crime Log.

Education/Training

The Title IX Policy is disseminated widely to the College community, and the College also mandates unlawful harassment training programs for employees and students to promote awareness and a safe and respectful College environment. Employees are required to complete a training program prior to commencement of employment, and will be required to participate annually in training as appropriate.

The Title IX Coordinator, hearing officers and appeal panel members also receive appropriate training, as may be required. From time to time the College has engaged an outside vendor to provide training, including with respect to the myths and dynamics of sexual assaults, and proper techniques for handling an investigation under the Policy.

Support Resources (Confidential and Non-Confidential Support)

Confidential College Resources

A report made to the following College resources will not trigger an investigation by the College:

- Office of Academic Support & Counseling
1300 Morris Park Avenue
Belfer Building, room 410A
Tel. (718) 430-3154 or (718)430-2589
- Einstein Student Mental Health
1225 Morris Park Avenue
Van Etten Building 4th Floor
Bronx, New York 10461
Tel. (718) 839-7400

Counselors at these centers can offer advice and support on a confidential basis as the victim begins to make choices regarding how to proceed post-assault.

Non-Confidential College Resources

A report also may be made to the Title IX Coordinator, Security Department, Associate Dean of Student Affairs, or other "campus security authorities", however it will trigger an investigation by the College.

Confidential Resources not affiliated with College

There are also many outside sources of support available to victims. Reporting to one of these resources will not trigger an investigation by the College.

- SOVRI (Support for Orthodox Victims of Rape and Incest) Hotline at Beth Israel Medical Center, (888) 613-1613. This is a confidential (no caller-ID is used) hotline that may be called anonymously for information and support.

Other Resources not affiliated with the College:

- LIFENET
(800) 543-3638
- The NYC Alliance Against Sexual Assault (on-line at www.svfreenyc.org) has compiled numerous resources available to victims.
- Manhattan Family Justice Center can provide a wide range of services and support. The Manhattan location is at 80 Centre Street, New York, NY 10013; Phone: (212) 602-2800; <https://www1.nyc.gov/site/ocdv/programs/family-justice-centers.page>
- Family Court Volunteer Lawyer Program (part of the New York State Access to Justice Program)
900 Sheridan Avenue
Bronx, NY 10451
Phone: (718) 618-2150
Hotline: (718) 618-2150
- Safe Horizon (NYC)
2 Lafayette Street, 3rd Floor
New York, NY 10007
Phone: (212) 227-3000
<http://www.safehorizon.org/>
help@safehorizon.org
Hotline: (866) 689-4357

Immigration & Visa Assistance Services for Victims of Sexual & Interpersonal Violence

- Non-Confidential College Resource
Office of International Services
1300 Morris Park Avenue,
Belfer Building, room 1205
Bronx, New York 10461
(718) 430-2850
- **Other Resources not affiliated with the College**
- U.S. Citizenship and Immigration Services (USCIS)
<http://www.uscis.gov/citizenship/learners/find-help-your-community>
USCIS Find Legal Services Webpage
<http://www.uscis.gov/avoid-scams/find-legal-services>

- Board of Immigration Appeals (BIA) (Listing of attorneys by state who provide immigration services either for free or for little cost)
<http://www.justice.gov/eoir/probono/states.htm>
- American Immigration Lawyers Association (AILA)
Immigration Lawyer Referral Service
<http://www.ailalawyer.org/>
- American Bar Association (ABA)
(Information on finding legal services by state)
<https://www.findalawyernys.org/>

Sexual Assault Prevention Programming

The College provides educational programs and workshops to its students to promote the awareness of sex offenses and the availability of victim counseling services. At times the College has also offered programs regarding domestic violence and building healthy relationships. The College requires all incoming M.D., Ph.D. and other graduate students to complete an e-Learning workshop entitled “Lasting Choices: Protecting Our Campus From Sexual Assault” and also makes this e-Learning workshop and other e-Learning programs (including “Healthy Relationships and Dating Violence”) available to all of their students. The programs and workshops are also available to its employees. In addition, all new student orientations provide the opportunity for the Title IX Coordinator to review the College of Medicine’s Title IX policies and unlawful harassment and discrimination policies.

The College continually reviews their policies, procedures and preventative education programs to ensure compliance with applicable law, including the new requirements imposed by the Violence Against Women Reauthorization Act of 2013 and New York Education Law Article 129-B.

Campus Sex Crimes Prevention Act

In accordance with the "Campus Sex Crimes Prevention Act" of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Clery Act and FERPA, the College is providing a link to the New York State Police Sex Offender Registry. This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice of each institution of higher education in that State at which the person is employed, carries on a vocation, or is a student. This review is also part of our criminal background screening policy/practice for all members of our community.

A listing of all registered sex offenders in New York State is maintained by the New York State Division of Criminal Justice Services. Information regarding a registered sex offender can be obtained by calling the New York State Sex Offender Registry Information Line at 1-800-262-3257 or on-line at <http://www.criminaljustice.ny.gov/nsor/>. The ZIP code for the Einstein Campus is 10461.

ILLCIT DRUGS AND ALCOHOL POLICY

The issue of safety touches on many other areas of campus and city life, among them the use and sale of illegal drugs, underage drinking, and abuse of alcohol. The College is committed not only to educating students on issues concerning alcohol and drug use but also to responding to behavior that is in violation of the College's policies on substance abuse and alcoholic beverages. Detailed information about the College's policies and procedures regarding the use/abuse of alcohol and other drugs by students, faculty and staff can be found in "Drug and Alcohol Policy," which document is available on-line on the College's website at: <http://einsteinmed.edu/docs/administration/policies/drug-and-alcohol-policy.pdf>. The Drug and Alcohol Policy is also distributed by the College to all students and employees.

It should be noted that it is unlawful to sell, furnish or provide alcohol to a person under the age of 21 in New York State.

Copies of the Drug and Alcohol Policy are available in the Einstein Security Department office (Forchheimer G-9), is part of orientation and employee handbook.

In summary, the Drug and Alcohol Policy provides:

- The unlawful possession, manufacture, dispersing, use, or distribution of illicit drugs at any College facility or in connection with any College activity is prohibited.
- Being under the influence of illicit drugs during working hours, or when classes are in session, or while engaged in any College activity is prohibited.
- Persons under the age of 21 years are prohibited from possessing or consuming any alcoholic beverage at any College facility or in connection with any College activity.
- Undergraduate students, regardless of age, are prohibited from possessing or consuming alcoholic beverages at any College facility or in connection with any College activity.
- All students are prohibited from being under the influence of alcohol while engaged in any College activity.
- Employees are prohibited from being under the influence of alcohol during working hours or while engaged in any College activity.
- Except for a limited exception, employees are prohibited from bringing alcoholic beverages into, or consuming alcoholic beverages in, any College facility or bringing/consuming alcoholic beverages in connection with any College activity.
- Violators of the Policy will be disciplined, up to and including expulsion or termination from the College.

The Drug and Alcohol Policy also describes legal sanctions for the misuse of alcohol and the unlawful possession, use or distribution of illicit drugs, as well as the health risks associated with illicit drug and alcohol use, and counseling resources.

MISSING STUDENTS POLICY

As required by federal law, the College has established the following policies and procedures to address situations when a student who resides in on-campus housing is determined to have been missing for 24 hours.

The policy applies only to students who reside in Einstein/Montefiore on-campus housing, which is defined as housing that is (1) owned or controlled by Einstein/Montefiore or located on property that is owned or controlled by Einstein, and (2) located within the reasonably contiguous geographic area that makes up the Einstein campus.

The policy does not apply to students residing in apartments or other residences not leased or licensed from Einstein.

The policy is also available on-line on the College's website at:

<https://einsteinmed.edu/download/?token=PR%2fXCS9WgH%2fxEr6vXvCIIYo5mpElkBXCvXl6Os63C60>

A. Policies

Definition of a Missing Student

A student is considered to be "missing" when a student who resides in on-campus housing has been absent from Einstein or more than 24 hours without any known reason.

Reporting Missing Students

All reports of missing students should be directed to the Einstein Security Department, the Associate Dean for Student Affairs, or the Housing Department.

Any reports made to the Associate Dean for Student Affairs or the Housing Department will be referred immediately to Einstein's Security Department for the campus in question.

Designation of a Contact Person

All students who apply for student housing must designate on their application for housing a contact person whom Einstein will notify within 24 hours of the determination that the student is missing.

The Housing Department will keep information about a student's designated contact person confidential. The information will be disclosed only to authorized campus officials and to law enforcement personnel, but only when it is necessary to further a missing persons investigation.

Mandatory Notifications

Students under the age of 18 (who are not emancipated) should be aware that Einstein is legally required to notify a parent or guardian within 24 hours of the determination that the student is missing. In such cases, Einstein will notify both the parent/guardian and any additional contact person that has been designated by the student.

In addition, all students should be aware that Einstein will notify the New York City Police Department (“NYPD”) within 24 hours of a determination that any student is missing, regardless of that student’s age or whether that student has designated a contact person.

B. Procedures

Immediate Response

Once it has been determined that a student who resides in on-campus housing has been missing for 24 hours, Einstein will take the following immediate steps:

1. The Security Department personnel designated by the Chief of Security for the applicable campus will respond to the scene and interview the individual who reported the student missing and any other witnesses to obtain all pertinent facts, including an accurate description of the student, what he or she may be wearing, and the location and time where and when he or she was last seen.
2. The Security Department personnel responding to the scene as provided above will notify the Chief of Security for the applicable campus of all pertinent facts prior to initiating any additional action.
3. The applicable Chief of Security, or his or her designee, will:
 - a. Contact the Housing Department, or such other personnel as they may select, to determine if he or she is aware of the student having left campus for other reasons;
 - b. Contact the applicable Associate Dean for Student Affairs, and such other personnel as they may select (which may include the applicable Finance Department, Office of the General Counsel and Dean’s Office, and the Associate Dean for Finance & Administration)
 - c. Obtain copies of the student’s ID cards from the Security Office and distribute copies to all guard posts at the campus.
4. If the location where the student was last seen was an Einstein building, a search team will be formed to perform a thorough search of the building and the outside perimeter. The search team will then broaden its search to the rest of the campus buildings and grounds.
5. The Security Department for the campus will notify supervisory personnel at Montefiore Health System about the missing student.

6. The Security Department will contact the following appropriate local police precinct to inquire if the missing student has been the subject of any police action.
7. The Security Department will prepare an Incident Report.

Response Within 24 Hours

Within 24 hours of making the determination that a student who resides in on-campus housing is missing, Einstein will take the following steps:

1. The Security Department, the Associate Dean for Student Affairs, or the Housing Department will notify the student's designated contact person (if the student has designated one) that the student is missing.
2. If the student is under the age of 18 (and not emancipated), the Security Department, the Associate Dean for Student Affairs, or the Housing Department will notify the student's parent or guardian that the student is missing.
3. The Security Department, the Associate Dean for Student Affairs, or the Housing Department will notify the NYPD.

Cooperation with the New York City Police Department

Once the NYPD has been notified, Einstein will cooperate with the NYPD as follows:

- The Security Department will advise the NYPD of all actions taken by the Security Department and other Einstein personnel up to that point.
- The Security Department will provide the NYPD with an office on campus and near the Security Office to be utilized as a police headquarters.
- The Security Department will work with the NYPD to ascertain whether the NYPD Missing Persons Squad has any information about the student.
- The applicable Security Department will request that the Precinct Detective Squad be notified for appropriate response.
- The Security Department will request that the NYPD Communications Division broadcast a description of the missing student to patrol units.
- The Security Department will request that the NYPD enter the missing person into the Federal N.C.I.C. system at the conclusion of the NYPD investigation.

If the Security Department, the Associate Dean for Student Affairs, or the Housing Department is properly notified that a missing student has been located, they may inform the student's parent or guardian (in the case of students under the age of 18 who are not emancipated) and/or the student's designated contact person (if any).

Weapon Policy

The possession of any weapon (as defined in local, state and federal statutes, and includes, without limitation, firearms, whether loaded or unloaded, knives and explosives), whether concealed or otherwise, on any College of Medicine campus is strictly prohibited. This prohibition applies to all facilities owned, leased or otherwise controlled by the College of Medicine, and whether academic, residential or otherwise.

<https://intranet.einsteinmed.edu/download/?token=8xT3Xl9V74GmR8daNWXztVjW0rjbuInbG4KIKhJktR4>

In accordance with New York State Penal Law section 265.01-A, as amended, no person other than a police officer, peace officer or individual employed in a security capacity at the College of Medicine who has been issued a NYS special armed guard registration card and who has written permission from the College of Medicine may possess a rifle, shotgun or firearm on the College of Medicine campus. Written permission shall only be granted by the College of Medicine once the aforementioned criteria is met and upon review by the Associate Dean for Administration and Finance in conjunction with the Executive Dean.

Failure to comply with this Policy may result in disciplinary action by the College of Medicine (up to and including, in the case of a student, suspension or expulsion and, in the case of an employee, termination of employment) and also may result in criminal prosecution. In addition, the College of Medicine reserves the right to confiscate the weapon. This policy applies to all members of the College of Medicine community as well as visitors and guests, and regardless of whether the possessor is licensed to carry that weapon elsewhere.

CRIME STATISTICS FOR EINSTEIN CAMPUS

The Clery Act requires the College to publish statistics for certain crimes that have taken place as a matter of information and record. The following statistics reflect those crimes that were reported to the Security Department and the other campus security authorities during the indicated period relating to the Einstein Campus. (Additional copies of this report are available at the Einstein Security Department office, Forchheimer G-9).

The statistics are printed as reported to the Security Department. The statistics were valid at publication, but may not reflect current trends.

Clery Act Crime Definitions

Criminal Homicide

- *Murder and non-negligent manslaughter* - The willful (non-negligent) killing of one human being by another.
- *Negligent manslaughter* - The killing of another person through gross negligence.

Sex Offenses

- *Rape* - 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.
- *Fondling* - 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 their age or because of their temporary or permanent mental incapacity.
- *Incest* - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- *Statutory rape* - Sexual intercourse with a person who is under the statutory age of consent.

Robbery

- The taking or attempting to take anything of value from the care, custody or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault

- An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by a means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used that could and probably would result in serious personal injury if the crime were successfully completed.)

Burglary

- The unlawful entry of a structure to commit a felony or a theft. For reporting purposes, this definition includes unlawful entry with intent to commit a larceny or a felony, breaking and entering with intent to commit a larceny, housebreaking, safecracking and all attempts to commit any of the aforementioned acts.

Motor Vehicle Theft

- The theft or attempted theft of a motor vehicle. (Motor vehicle theft is classified as any case where an automobile is taken by a person not having lawful access, even if the vehicle is later abandoned, including joy riding.)

Arson

- Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Hate Crimes

- Any of the aforementioned offenses and larceny/theft, simple assault, threat/intimidation, vandalism, and any other crime involving bodily injury reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias. Categories of bias are:
 - Race. A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).
 - Gender. A preformed negative opinion or attitude toward a group of persons because those persons are male or female. Gender bias is also a Clery Act specific term, not found in the FBI's Hate Crime Data Collection Guidelines.
 - Religion. A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Muslim, Protestants, atheists).
 - Sexual orientation. A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex (e.g., gays, lesbians, heterosexuals).
 - Gender Identity/National Origin. Involves intentional selection of a victim based on actual or perceived characteristics.
 - Ethnicity/national origin. A preformed negative opinion or attitude toward a group of persons of the same race or national origin who share common or similar traits, languages, customs and traditions (e.g., Arabs, Hispanics).
 - Disability. A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Other Offenses

- *Liquor law violations* - The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned activities. (Drunkenness and driving under the influence are not included in this definition.)
- *Drug abuse violations* - Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana;

synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

- *Weapon law violations* - The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: the manufacture, sale or possession of deadly weapons; the carrying of deadly weapons, concealed or openly; the furnishing of deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned acts.

Definitions of Crimes that Must Be Reported Pursuant to VAWA

The Violence Against Women Reauthorization Act of 2013 ("VAWA"), added additional categories of crimes to the Clery Act that Colleges and Universities are now required to report.

Domestic Violence includes asserted violent misdemeanor and felony offenses committed by the victim's current or former spouse or intimate partner, a person with whom the victim shares a child in common, a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner, a person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law.

- New York State has multiple laws addressing domestic violence, and the definition is broad. Generally, domestic and intimate partner violence is a pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner. Domestic and intimate partner violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure or wound someone.

Dating Violence means violence by a person who has been in a romantic or intimate relationship with the victim. Whether there was such relationship will be gauged by its length, type, and frequency of interaction.

- *Like domestic violence, dating violence includes a pattern of abusive behavior* that one person intentionally uses to gain or maintain power and control over another person. Dating violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure or wound someone.

Stalking means a course of conduct directed at a specific person that would cause a reasonable person to fear for her, his, or others' safety, or to suffer substantial emotional distress.

- Stalking generally refers to repeated behaviors that harass or threaten the victim, such as following a person, appearing at a person's home or place of business, making repeated and/or harassing calls, leaving written messages or objects, or contacting someone repeatedly via electronic means (i.e. the internet or text messaging).
- Unlike other crimes, which normally consist of a single illegal act, stalking is a series of actions that, when taken individually, may be perfectly legal. For instance, sending a birthday card or flowers or standing across the street from someone's house is not a crime. When these actions are part of a course of conduct that would cause a reasonable person to be afraid or to feel emotional distress, they are illegal.

Clery Act Geography Definitions

- *On Campus* - (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) any building or property that is within or reasonably contiguous to paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).
- *Student Housing Facility* - Any student housing facility that is owned, controlled or rented by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility. This includes any student housing for student groups such as fraternity or sorority houses.
- *Non Campus Building or Property* – (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.
- *Public Property* - All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Einstein Statistics Offense	Year	On- Campus Property	Non- Campus Property	Public Property	On-Campus Student Housing Facilities[1]
Murder/Non-Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Fondling	2024	0	1	0	0
	2023	0	0	0	0
	2022	0	1	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	0	0	0
	2023	0	0	1	0
	2022	0	0	4	0
Aggravated Assault	2024	1	6	0	0
	2023	3	12	0	0
	2022	7	16	1	0
Burglary	2024	1	0	0	0
	2023	1	2	0	0
	2022	1	1	0	0
Motor Vehicle Theft	2024	0	0	6	0
	2023	0	0	1	0
	2022	0	0	2	0
Arson	2024	0	0	0	0
	2023	0	1	0	0
	2022	0	0	0	0
Arrests Weapons: Carrying, Possessing, etc.	2024	0	0	0	0
	2023	0	0	1	0
	2022	1	3	0	0

Offense	Year	On-Campus Property	Non-Campus Property	Public Property	On-Campus Student Housing Facilities
Disciplinary Referrals Weapons: Carrying, Possessing, etc.	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arrests: Drug Abuse Violations	2024	0	2	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Disciplinary Referrals Drug Abuse Violations	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arrests Liquor Law Violations	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Disciplinary Referrals Liquor Law Violations	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
*[1] The "On-Campus Student Housing Facilities" category is a subset of the "On-Campus Property" category.					

Statistics-Einstein

VAWA Offense	Year	On-Campus Property	Non-Campus Property	Public Property	On-Campus Student Housing Facilities*
Domestic Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	1	0	0
Stalking	2024	3	0	0	3
	2023	1	0	0	
	2022	1	1	0	0
Dating Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

Hate Crimes:

In 2024 One (1) Public property hate crime, intimidation of religious bias

In 2023 there were three (3) reported hate crimes:

One (1) On-campus housing, larceny, theft of a religious artifact, characterized by religious bias

One (1) On-campus intimidation via text messaging, characterized by religious bias.

One (1) On-campus vandalism graffiti at CERC-Satellite office characterized as racial bias

In 2022 there were no reported hate crimes.

*Statistics-Einstein- (Includes Affiliate Hospitals- See Notes Below)

2024 Einstein Campus and Affiliate Hospitals

Burglary	College	Campus	(1)
	Moses	Non-Campus	(1)
Aggravated Assault	Moses	Non-Campus	(6)
Sexual Related	Moses	Non-Campus	(1)
Motor Vehicle Thefts	College/Weiler	Campus	(6)
Drug Violation (Arrest)	Moses	Non-Campus	(2)
Stalking	College	Campus-Housing	(3)

* The "On-Campus Student Housing Facilities" category is a subset of the "On-Campus Property" category.

2023 Einstein Campus and Affiliate Hospitals

Aggravated Assault	Moses	Non-Campus	(7)
	Weiler	Campus	(3)
	Wakefield	Non-Campus	(5)
Arson	Moses Campus	Non-Campus	(1)
Burglary	College	Campus	(1)
	Moses	Non-Campus	(2)
Hate Crime	College	Campus	(3)
Motor Vehicle Theft	College	Public Property	(1)
Robbery	College	Public Property	(1)
Stalking	Weiler	Campus	(1)
Weapon Offense	College	Public Property	(1)

2022 Einstein Campus and Affiliate Hospitals

Sexual Assault	Moses Campus	Non-Campus	(1)
Robbery	College	Public Property	(1)
	Waters Place	Public Property	(3)
Burglary	Weiler	Campus	(1)
	Moses	Non-Campus	(1)
Aggravated Assault	Jacobi	Campus	(5)
	Weiler	Campus	(2)
	Moses	Non-Campus	(3)
	Wakefield	Non-Campus	(3)
	Waters Place	Public Property	(1)
Motor Vehicle Thefts	College	Public Property	(3)
Stalking	Weiler	Campus	(1)
	Moses	Non-Campus	(1)
Weapons Arrests	Jacobi	Campus	(1)
	Dosa (E161)	Non-Campus	(3)

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Description of Fire Safety/Fire Drills

There are smoke detectors in every apartment, and there are small hand-held wall fire extinguishers in hallways on every apartment's floor as well. In addition, there are fire hoses in the corridors of every building, and fire alarms in the common areas or hallways of each building.

Important telephone numbers and e-mail addresses:

- **EMERGENCY- 911**
- Einstein Security Department
Neil Kaplan, Chief of Security
Forchheimer Building, Room G9
1300 Morris Park Avenue
Bronx, New York 10461
Telephone: 718-430-2180
Fax: 718-430-8738
Neil.Kaplan@einsteinmed.edu
- Yoon Kang, M.D., Vice-Dean for Education
1300 Morris Park Avenue
Belfer 312A
Bronx, New York 10461
Telephone:
yoon.kang@einsteinmed.edu
- Allison Ludwig, M.D., Associate Dean for Student Affairs
Belfer Suite 210
1300 Morris Park Avenue
Bronx, New York 10461
718-430-3060
Allison.ludwig@einsteinmed.edu
- Lynne Holden, M.D. Senior Associate Dean for Community Engagement and Outreach
1300 Morris Park Avenue
Belfer Building Room 105
Bronx, New York 10461
Telephone: 718-430-3331
LHolden@montefiore.org
- Einstein Graduate Division
Victoria Freedman, Ph.D
1300 Morris Park Avenue
Belfer Building, Room 201
Bronx, New York 10461
Telephone: 718-430-2872
Victoria.freedman@einsteinmed.edu

- Einstein Office of Student Life
Director
Mohanlall T. Teloki
1300 Morris Park Avenue
Belfer Building 115A
Bronx, New York 10461
Telephone: 718-430-2101
mohanlall.teloki@einsteinmed.edu
- Einstein Student Housing Management Office
Dennis Renton, Housing Manager
1935 Eastchester Road
Bronx, New York 10461
Telephone: 718-430-3552
drenton@montefiore.org
- Einstein Human Resources Department and Title IX Coordinator
Yvonne M. Ramirez, Vice-President of Human Resources Belfer Building, Room 1209A
1300 Morris Park Avenue
Bronx, New York 10461
Telephone: 718-430-2541
yvonne.ramirez@einsteinmed.edu
- Michelle Blackmore, PhD
Director, Office of Academic Support and Counseling
1300 Morris Park Avenue
Bronx, New York 10461
410A Belfer
718-430-3154
<mailto:mary.kelly@einsteinmed.edu> michelle.blackmore@einsteinmed.edu
- Institute for Psychotherapy
Department of Psychiatry & Behavioral Sciences
Montefiore Medical Center
111 East 210th Street
Bronx New York 10467
Director: Andrea Weiss, MD
Telephone: 718-920-7921

Equal Opportunity Notice

Albert Einstein College of Medicine has a long-standing commitment to equal opportunity. We apply every good faith effort in achieving nondiscrimination and equality of opportunity in employment and in all spheres of academic life. All College-wide decisions with regard to faculty, staff and students are based on equitable and equally applied standards of excellence. Unlawful Harassment procedures have been established, both as a legal obligation under applicable law and as a visible and formal expression of institutional policy. The College's policy is designed to insure that recruitment, hiring, training, promotion, and all other personnel actions take place, and all programs involving students, both academic and non-academic, are ministered without regard to race, religion, creed, color, national origin, sex, age, disability, veteran or disabled veteran status, genetic predisposition/carrier status, marital status, sexual orientation, gender identity or citizenship status as those terms are used in the law. In addition, College policy is designed to maintain a work and academic environment free of harassment and intimidation. If you have any questions relating to equal opportunity or if you wish the College to pursue a possible violation of College policy, you should contact the College's Title IX Coordinator, Ms. Yvonne Ramirez at 718-430-2541, or a member of the College's Panel on Unlawful Harassment.

Addendum A: New York Crime Definitions

The Violence Against Women Act (VAWA) and its regulations requires the College to include certain New York State definitions in its Annual Security Report and also requires that these definitions be provided in other materials disseminated by the College. Relevant New York definitions are set forth below.

CONSENT: Lack of consent results from: forcible compulsion; or incapacity to consent; or where the offense charged is sexual abuse or forcible touching, any circumstances, in addition to forcible compulsion or incapacity to consent, in which the victim does not expressly or impliedly acquiesce in the actor's conduct. Where the offense charged is rape in the third degree, a criminal sexual act in the third degree, or forcible compulsion in circumstances under which, at the time of the act of intercourse, oral sexual conduct or anal sexual conduct, the victim clearly expressed that he or she did not consent to engage in such act, and a reasonable person in the actor's situation would have understood such person's words and acts as an expression of lack of consent to such act under all the circumstances. A person is incapable of consent when he or she is: less than 17 years old; or mentally disabled; or mentally incapacitated; or physically helpless; or committed to the care and custody of the state department of correctional services, a hospital, the office of children and family services and is in residential care, or the other person is a resident or inpatient of a residential facility operated by the office of mental health, the office for people with development disabilities, or the office of alcoholism and substance abuse services, and the actor is an employee, not married to such person, who knows or reasonably should know that such person is committed to the care and custody of such department or hospital.

CONSENT, ABBREVIATED: Clear, unambiguous, and voluntary agreement between the participating to engage in specific sexual activity.

DATING VIOLENCE: New York State does not specifically define "dating violence." However, under New York Law, intimate relationships are covered by the definition of domestic violence when the crime is committed by a person in an "intimate relationship" with the victim. See "Family or Household Member" for definition of "intimate relationship."

DOMESTIC VIOLENCE: An act which would constitute a violation of the penal law, including, but not limited to acts constituting disorderly conduct, harassment, aggravated harassment, sexual misconduct, forcible touching, sexual abuse, stalking, criminal mischief, menacing, reckless endangerment, kidnapping, assault, attempted murder, criminal obstruction or breaching or blood circulation, or strangulation; and such acts have created a substantial risk of physical or emotional harm to a person or a person's child. Such acts are alleged to have been committed by a family member. The victim can be anyone over the age of sixteen, any married person or any parent accompanied by his or her minor child or children in situations in which such person or such person's child is a victim of the act.

FAMILY OR HOUSEHOLD MEMBER: Person's related by consanguinity or affinity; persons legally married to one another; person formerly married to one another regardless of whether they still reside in the same household; persons who have a child in common regardless of whether such persons are married or have lived together at any time; unrelated persons who are continually or at regular intervals living in the same household or who have in the past continually or at regular intervals lived in the same household; persons who are not related by consanguinity or affinity and who are or have been in an intimate relationship regardless of whether such persons have lived together at any time. Factors that may be considered in determining whether a relationship is an "intimate relationship" include, but are not limited to: the nature or type of relationship regardless of whether the relationship is sexual in nature; the frequency of interaction between the persons; and the duration of the relationship. Neither a casual acquaintance nor ordinary fraternization between two individuals in business or social contexts shall be deemed to constitute an "intimate relationship"; any other category of individuals deemed to be a victim of domestic violence as defined by the office of children and family services in regulation. Intimate relationship status shall be applied to teens, lesbian/gay/bisexual/transgender, and elderly individuals, current and formerly married and/or dating heterosexual individuals who were, or are in an intimate relationship.

PARENT: means natural or adoptive parent or any individual lawfully charged with a minor child's care or custody.

SEXUAL ASSAULT: New York State does not specifically define sexual assault. However, sexual assault includes offenses that meet the definitions of rape, fondling, incest, or statutory rape.

SEX OFFENSES; LACK OF CONSENT: Whether or not specifically stated, it is an element of every sexual act committed without consent of the victim.

SEXUAL MISCONDUCT: When a person (1) engages in sexual intercourse with another person without such person's consent; or (2) engages in oral sexual conduct or anal sexual conduct without such person's consent; or (3) engages in sexual conduct with an animal or a dead human body.

RAPE IN THE THIRD DEGREE: When a person (1) engages in sexual intercourse with another person who is incapable of consent by reason of some factor other than being less than 17 years old; (2) Being 21 years old or more, engages in sexual intercourse with another person less than 17 years old; or (3) engages in sexual intercourse with another person without such person's consent where such lack of consent is by reason of some factor other than incapacity to consent.

RAPE IN THE SECOND DEGREE: When a person (1) being 18 years old or more, engages in sexual intercourse with another person less than 15 years old; or (2) engages in sexual intercourse with another person who is incapable of consent by reason of being mentally disabled or mentally incapacitated. It is an affirmative defense to the crime of rape in the second degree the defendant was less than four years older than the victim at the time of the act.

RAPE IN THE FIRST DEGREE: When a person engages in sexual intercourse with another person (1) by forcible compulsion; or (2) Who is incapable of consent by reason of being physically helpless; or (3) who is less than 11 years old; or (4) who is less than 13 years old and the actor is 18 years old or more.

CRIMINAL SEXUAL ACT IN THE THIRD DEGREE: When a person engages in oral or anal sexual conduct (1) with a person who is incapable of consent by reason of some factor other than being less than 17 years old; (2) being 21 years old or more, with a person less than 17 years old; (3) with another person without such persons consent where such lack of consent is by reason of some factor other than incapacity to consent.

CRIMINAL SEXUAL ACT IN THE SECOND DEGREE: When a person engages in oral or anal sexual conduct with another person (1) and is 18 years or more and the other person is less than 15 years old; or (2) who is incapable of consent by reason of being mentally disabled or mentally incapacitated. It is an affirmative defense that the defendant was less than four years older than the victim at the time of the act.

CRIMINAL SEXUAL ACT IN THE FIRST DEGREE: When a person engages in oral or anal sexual conduct with another person (1) by forcible compulsion; (2) who is incapable of consent by reason of being physically helpless; (3) who is less than 11 years old; or (4) who is less than 13 years old and the actor is 18 years old or more.

FORCIBLE TOUCHING: When a person intentionally, and for no legitimate purpose, forcibly touches the sexual or other intimate parts of another person for the purpose of degrading or abusing such person; or for the purpose of gratifying the actor's sexual desire. It includes squeezing, grabbing, or pinching.

PERSISTENT SEXUAL ABUSE: When a person commits a crime of forcible touching, or second or third degree sexual abuse within the previous ten year period, has been convicted two or more times, in separate criminal transactions for which a sentence was imposed on separate occasions of one of one of the above mentioned crimes or any offense defined in this article, of which the commission or attempted commissions thereof is a felony.

SEXUAL ABUSE IN THE THIRD DEGREE: When a person subjects another person to sexual contact without the latter's consent. For any prosecution under this section, it is an affirmative defense that (1) such other person's lack of consent was due solely to incapacity to consent by reason of being less than 17 years old; and (2) such other person was more than 14 years old and (3) the defendant was less than five years older than such other person.

SEXUAL ABUSE IN THE SECOND DEGREE: When a person subjects another person to sexual contact and when such other person is (1) incapable of consent by reason of some factor other than being less than 17 years old; or (2) less than 14 years old.

SEXUAL ABUSE IN THE FIRST DEGREE: When a person subjects another person to sexual contact (1) by forcible compulsion; (2) when the other person is incapable of consent by reason of being physically helpless; or (3) when the other person is less than 11 years old; or (4) when the other person is less than 13 years old.

AGGRAVATED SEXUAL ABUSE: For the purposes of this section, conduct performed for a valid medical purpose does not violate the provisions of this section.

AGGRAVATED SEXUAL ABUSE IN THE FOURTH DEGREE: When a person inserts a (1) foreign object in the vagina, urethra, penis or rectum of another person and the other person is incapable of consent by reason of some factor other than being less than 17 years old; or (2) finger in the vagina, urethra, penis, rectum or anus of another person causing physical injury to such person and such person is incapable of consent by reason of some factor other than being less than 17 years old.

AGGRAVATED SEXUAL ABUSE IN THE THIRD DEGREE: When a person inserts a foreign object in the vagina, urethra, penis, rectum or anus of another person (1)(a) by forcible compulsion; (b) when the other person is incapable of consent by reason of being physically helpless; or (c) when the other person is less than 11 years old; or (2) causing physical injury to such person and such person is incapable of consent by reason of being mentally disabled or mentally incapacitated.

AGGRAVATED SEXUAL ABUSE IN THE SECOND DEGREE: When a person inserts a finger in the vagina, urethra, penis, rectum or anus of another person causing physical injury to such person by (1) forcible compulsion; or (2) when the other person is incapable of consent by reason of being physically helpless; or (3) when the other person is less than 11 years old.

AGGRAVATED SEXUAL ABUSE IN THE FIRST DEGREE: When a person subjects another person to sexual contact: (1) By forcible compulsion; or (2) when the other person is incapable of consent by reason of being physically helpless; or (3) when the other person is less than eleven years old; or (4) when the other person is less than thirteen years old and the actor is twenty-one years old or older.

STALKING IN THE FOURTH DEGREE: When a person intentionally, and for not legitimate purpose, engages in a course of conduct directed at a specific person, and knows or reasonably should know that such conduct (1) is likely to cause reasonable fear of material harm to the physical health, safety or property of such person, a member of such person's immediate family or a third party with whom such person is acquainted; or (2) causes material harm to the mental or emotional health of such person, where such conduct consists of following, telephoning or initiating communication or contact with such person, a member of such person's immediate family or a third party with whom such person is acquainted, and the actor was previously clearly informed to cease that conduct; or (3) is likely to cause such person to reasonably fear that his or her employment, business or career is threatened, where such conduct consists of appearing, telephoning or initiating communication or contact at such person's place of employment or business, and the actor was previously clearly informed to cease that conduct.

STALKING IN THE THIRD DEGREE: When a person (1) Commits the crime of stalking in the fourth degree against any person in three or more separate transactions, for which the actor has not been previously convicted; or (2) commits the crime of stalking in the fourth degree against any person, and has previously been convicted, within the preceding ten years of a specified predicate crime and the victim of such specified predicate crime is the victim, or an immediate family member of the victim, of the present offense; or (3) with an intent to harass, annoy or alarm a specific person, intentionally engages in a course of conduct directed at such person which is likely to cause such person to reasonably fear physical injury or serious physical injury, the commission of a sex offense against, or the kidnapping, unlawful imprisonment or death of such person or a member of such person's immediate family; or (4) commits the crime or stalking in the fourth degree and has previously been convicted within the preceding ten years of stalking in the fourth degree.

STALKING IN THE SECOND DEGREE: When a person: (1) Commits the crime of stalking in the third degree and in the course of and furtherance of the commission of such offense: (a) displays, or possesses and threatens the use of, a firearm, pistol, revolver, rifle, sword, billy, blackjack, bludgeon, plastic knuckles, metal knuckles, chuka stick, sand bag, sandclub, sligshot, slungshot, shiriken, "Kung Fu Star," dagger, dangerous knife, dirk, razor, stiletto, imitation pistol, dangerous instrument, deadly instrument or deadly weapons; or (b) displays what appears to be a pistol, revolver, rifle, shotgun, machine gun or other firearm; or (2) commits the crime of stalking in the third against any person, and has previously been convicted, within the preceding five years, of a specified predicate crime, and the victim of such specified predicate crime is the victim, or an immediate family member of the victim, of the present offense; or (3) commits the crime of stalking in the fourth degree and has previously been convicted of stalking in the third degree; or (4) being 21 years of age or older, repeatedly follows a person under the age of fourteen or engages in a course of conduct or repeatedly commits acts over a period of time intentionally placing or attempting to place such person who is under the age of fourteen in reasonable fear of physical injury, serious physical injury or death; or (5) commits the crime of stalking in the third degree, against ten or more persons, in ten or more separate transactions, for which the actor has not been previously convicted.

STALKING IN THE FIRST DEGREE: When a person commits the crime of stalking in the third degree or stalking in the second degree and, in the course and furtherance thereof, he or she intentionally or recklessly causes physical injury to the victim of such crime.

Addendum B: Student Bill of Rights

The College is committed to providing options, support and assistance to victims/survivors of sexual assault, domestic violence, dating violence, and/or stalking to ensure that they can continue to participate in College-wide and campus programs, activities, and employment. All victims/survivors of these crimes and violations have the following rights, regardless of whether the crime or violation occurs on campus, off campus, or while studying abroad:

All students have the right to:

1. Make a report to local law enforcement and/or state police;
2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
3. Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by the institution;
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
5. Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;
6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
7. Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;
8. Be protected from retaliation by the institution, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of the institution;
9. Access to at least one level of appeal of a determination;
10. Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process; and
11. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of the institution.

For more information about preventing and addressing sexual assault, domestic violence, dating violence, and stalking at the College, see the College's Title IX Sex-Based Misconduct, Sex Discrimination, and Harassment Policy available on the College's website at: <https://intranet.einsteinmed.edu/download/?token=N6acmWqlH6lDC%2fFiZZ9GWne5%2fV7dJJwrM9V2UpyZvlw>. This policy includes information about filing a report, seeking a response and options for confidential disclosure.