



**2026 Annual Security Report for Northern Essex Community College
Haverhill and Lawrence
(Reporting Statistics for 2023, 2024, and 2025)**



This information is provided in compliance with State and Federal Law and the Clery Act specifically. This report, covering the calendar year 2025, published in October 2026, is available on the Northern Essex Community College website at www.necc.mass.edu/clery.

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A Message from the Public Safety Department

The safety of the students, faculty, staff, and visitors who come to our campus is the highest priority of the Northern Essex Community College (NECC) Public Safety Department. Our main mission is to protect the community, which we accomplish through conducting proactive patrols, providing basic medical assistance, and offering general assistance to any in need.

We are also concerned with protecting the property and assets of the College that enable NECC to offer rich and productive learning experiences. With this in mind, we have built strong partnerships with local emergency responders to assist during any major incidents on campus.

As with any community, we depend on members of the campus community to remain vigilant, report any concerns, and make personal safety and the safety of those around you a priority. This requires cooperation and a willingness to communicate with each other. Please, when you see something of concern, say something. With your help, and your prompt reporting of any suspicious activity, we can make a difference in reducing the opportunity for crime on campus.

I encourage you to read the information contained here, in the NECC Annual Security Report. Become familiar with our policies and procedures for reporting crimes and other emergencies on campus. Together, we can continue to ensure the well-being of our entire campus.

Enjoy your time here at NECC and stay safe.

The Campus Security Act / Jeanne Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC § 1092(f)), originally known as the Campus Security Act, is a federal law requiring colleges and universities in the U.S. to disclose campus crime and security information. The law applies to nearly all public and private institutions of higher education that participate in federal student financial aid programs and is enforced by the U.S. Department of Education.

The Act has been amended several times to expand reporting requirements, strengthen protections for victims of sexual assault, add provisions for sex offender notification and campus emergency response, and prohibit retaliation against victims and whistleblowers. For more details, visit [The Clery Center](#).

Requirements Under the Act:

Colleges and universities must:

- Publish an Annual Security Report (ASR) by October 1 each year, including three years of campus crime statistics and security policies.
- Disclose crime statistics for campus property, public areas adjacent to campus, and certain non-campus facilities.
- Gather statistics from campus security, local law enforcement, and Campus Security Authorities (CSAs).
- Provide Timely Warnings of crimes posing an ongoing threat.
- Maintain a daily crime log for incidents reported to campus police/security.
- Disclose agreements with local and/or state law enforcement agencies.

Preparation of the Annual Disclosure of Crime Statistics

The NECC Public Safety Department prepares the ASR each year in cooperation with Student Life, Athletics, the Title IX Coordinator, and other CSAs. Crime statistics are collected from Public Safety reports, designated campus officials, and local law enforcement agencies for all buildings owned or controlled by NECC, as well as adjacent public property.

Each year, all enrolled students, faculty, and staff receive an email notification with a link to the ASR. Printed copies are available from the Public Safety Department (100 Elliott Street, C110, Haverhill, MA 01830) or by calling 978-556-3333.

Separate Campuses

Unless otherwise noted, all policies and procedures in this report apply to all NECC campuses.

Public Safety Authority and Law Enforcement Partnerships

The NECC Public Safety Department provides police and security services at the Haverhill and Lawrence campuses.

Police Authority: NECC police officers are sworn officers of the Commonwealth of Massachusetts under MGL c.22 §63 with full arrest powers on all NECC owned or used properties. They complete the same training as municipal police officers through the Municipal Police Training Committee and maintain certification through annual in-service training.

Security Services: In addition to sworn officers, the Department employs contract security personnel. While security officers do not have authority to enforce state or local laws, they are licensed through United Security's business license to perform work in the state of Massachusetts. They are trained to enforce NECC policies.

Law Enforcement Partnerships: NECC Public Safety maintains close working relationships with the Haverhill and Lawrence Police and Fire Departments and the Massachusetts State Police. These agencies provide support in major crime investigations and critical incidents. NECC police officers communicate regularly with local departments, share incident information, and coordinate responses. The College maintains Memoranda of Understanding with both the Haverhill and Lawrence Police Departments.

Criminal Activity Off Campus

NECC does not operate off-campus housing or off-campus student organization facilities. As such, the NECC Public Safety Department does not monitor or record criminal activity at non-campus locations of recognized student organizations through local police agencies.

Missing Student Notifications

Northern Essex Community College does not operate on-campus student housing facilities and therefore is not required under the Clery Act to maintain a Missing Student Notification policy.

Reporting Procedures

Students, staff, faculty, and visitors at either the Haverhill or Lawrence campus are encouraged to report suspicious or criminal activity to the NECC Public Safety Department at 978-556-3333 (or extension **3333** from any campus phone). In an emergency, call 9-1-1 first, then notify Public Safety.

At Haverhill Heights, NECC Public Safety does not provide police or security services. Students, employees, and visitors should call 9-1-1 or contact the Haverhill Police Department to report suspicious or criminal activity.

Response to Calls

The Public Safety Department responds to all calls for assistance, giving priority to crimes against persons and personal injury incidents. For non-emergencies, a public safety officer may be dispatched, or the caller may be asked to file an incident report at a campus security desk:

- Haverhill: Spurk Building, Room C112
- Lawrence: 414 Common St., Main Lobby

Both desks are staffed 24/7. Public Safety officers may also request support from local, state, or federal law enforcement when appropriate.

The College encourages accurate and prompt reporting of all crimes to Public Safety and/or appropriate police agencies when the victim of a crime elects to, or is unable to, make such a report. Reports help determine whether a Timely Warning Notice is needed and ensure accurate annual crime statistics.

Voluntary Confidential Reporting

The Public Safety Department does not maintain a voluntary confidential reporting program.

Pastoral and professional counselors, when acting within the scope of their counseling role, are not considered Campus Security Authorities under the Clery Act.

- **Pastoral Counselor:** A recognized member of a religious order/denomination providing confidential counseling within that role.
- **Professional Counselor:** A licensed mental health professional providing counseling to NECC community members. Contact 978-556-3730 or counseling@necc.mass.edu.

Counselors are exempt from CSA reporting requirements when they are acting in their counseling role. If a counselor also serves as a CSA in another role, they must follow CSA reporting requirements when acting in that role.

NECC encourages pastoral counselors and professional counselors, if and when they deem it appropriate, to inform the persons they are counseling of the procedures for reporting crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Anonymous Reporting

Community members who are aware of a crime that has occurred or may occur, but do not want to be identified, may submit information anonymously through the [NECC Anonymous Reporting](#) form.

An officer will review the information and determine if it is actionable. While anonymity may limit investigations, such reports help track crime patterns, inform statistics, and alert the campus community to potential threats.

Daily Crime Log

The Public Safety Department maintains a Daily Crime Log for the Haverhill and Lawrence campuses. The most recent 60 days of the log are available for public inspection during normal business hours at:

- Haverhill: Spurk Building, Room C112
- Lawrence: Dr. Ibrahim El-Hefni Allied Health & Technology Center, 414 Common St., Main Lobby

Crime log information older than 60 days will be made available within two business days of a request.

Campus Security Authorities

Federal law requires NECC to collect and disclose statistics concerning certain crimes reported to Campus Security Authorities. CSAs include:

- Any member of the Public Safety Department, including contract security officers
- College officials with significant responsibility for student and campus activities
- Other designated individuals or offices to whom students and employees may report criminal offenses

At NECC, CSAs include, but are not limited to:

- Executive Director of Student Engagement
- Director of Community Standards
- Title IX Coordinator
- Director of Athletics, all Coaches (paid or volunteer), and Trainers
- Public Safety Department staff, including Contract Security Officer
- Advisors of student clubs and organizations
- Student Activities Coordinator

Warnings and Emergency Notifications

Timely Warning Notification

If a Clery Act crime occurs within NECC's Clery geography and is reported to NECC Public Safety, a Campus Security Authority, or a local police agency, and is determined to present a serious or continuing threat to the campus community, the Chief of Police or their designee will evaluate the

circumstances and determine whether a Timely Warning should be issued. Timely Warnings are considered for crimes such as aggravated assault, arson, burglary, murder or non-negligent manslaughter, motor vehicle theft, robbery, and sex offenses, as well as patterns of violent or property crimes. This determination is made on a case-by-case basis, considering the nature of the crime, the continuing danger to the campus community, and the risk of compromising law enforcement efforts. Timely Warnings are issued as soon as relevant information is available.

Timely Warnings will withhold the names and other identifying information of victims and will include information intended to help the campus community protect themselves and prevent similar crimes.

NECC is not required to issue a Timely Warning for crimes reported solely to a pastoral or professional counselor.

Method of Distribution

Timely Warnings are issued to students, faculty, and staff by text message and email through the NECC Emergency Notification System. All NECC employees and students are automatically enrolled upon hire or enrollment. Individuals not directly affiliated with NECC, including contractors and partners, may self-enroll through the Community and Partners tab on the [Public Safety NECC Alert webpage](#). Responsibility for maintaining current contact information rests with the individual, with employees updating their information through HRCMS and students through Self-Service Banner.

Content of Notice

Each Timely Warning will include the nature of the crime, the date, time, and general location of the incident, and any available precautions for the campus community.

Emergency Notification

The College has implemented an Emergency Notification System to communicate time-sensitive information during emergencies or unforeseen events. The system delivers alerts via email and text messaging, providing pertinent details and guidance on appropriate response actions during critical situations.

NECC will immediately notify the campus community upon confirmation of a significant emergency or dangerous situation occurring on campus that poses an immediate threat to the health or safety of students or employees. NECC will, without delay and considering the safety of the community, determine the content of the notification and initiate the Emergency Notification System, unless issuing a notification would, in the professional judgment of responsible authorities, compromise efforts to assist victims or contain, respond to, or otherwise mitigate the emergency.

All NECC employees and students are automatically enrolled upon hire or enrollment. Individuals not directly affiliated with NECC, including contractors and partners, may self-enroll through the Community and Partners tab on the [Public Safety webpage](#). Responsibility for maintaining current contact information rests with the individual, with employees updating their information through HRCMS and students through Self-Service Banner.

Notification Process

The Chief of Police or designee is responsible for: confirming whether a significant emergency or dangerous situation exists, determining the appropriate segment or segments of the campus community to be notified, determining the content of the notification, and initiating the Emergency Notification System. If time permits, the Chief of Police or designee may consult with the Chief Financial and Operating Officer and/or the President before issuing an Emergency Notification.

Method of Distribution

Emergency Notifications are disseminated via email, text message, text to speech speakers and beacons (both of which are currently located only in building C/Spurk in Haverhill, Dimitry/45 Franklin St in Lawrence and Haverhill Heights), as well as any computer on any campus logged into the NECC system at the time of the alert, through the NECC Emergency Notification System. The Marketing and Communications Office coordinates dissemination of emergency notifications to the broader community through additional methods which may include the [NECC website](#), social media platforms, and other available channels, as appropriate to the situation.

Content of Notice

Each Emergency Notification will include the nature of the emergency, the location when known, and instructions on immediate protective actions.

Emergency Response and Evacuation Procedures

If a serious incident occurs that poses an immediate threat to the campus, the initial response will typically be led by the NECC Public Safety Department. Depending on the nature and scope of the incident, additional NECC departments, as well as local, state, or federal agencies, may be involved in the response. These responders coordinate their efforts and work jointly to manage the situation. If the incident poses an immediate threat to the health or safety of students or employees on campus, NECC will follow its emergency notification procedures. When it does so, a separate Timely Warning is not required for the same circumstances, but NECC will provide adequate follow-up information to the campus community as needed.

Community Actions

Upon receipt of an emergency alert, community members should follow the instructions provided in the notification and take appropriate protective action. Additional information and updates may be provided through NECC's established emergency communication methods.

Emergency Response Actions

NECC uses a standardized set of emergency response protocols — Hold, Secure, Lockdown, Evacuate, and Shelter-in-Place — with specific guidance for students and for faculty/staff. These protocols are shared through the Emergency Notification System and posted on emergency reference materials posted on each campus.

Emergency Response Drills

The College tests its emergency response and evacuation procedures at least annually through drills or exercises, which may be announced or unannounced. NECC publicizes its emergency response and evacuation procedures in conjunction with at least one test each calendar year.

Each test is documented, including a description of the exercise, the date and time, and whether it was announced or unannounced. Documentation is maintained by the Public Safety Department and used to evaluate and improve emergency plans and capabilities.

Campus Facility Security and Access

Campus Alarms

Campus facilities are alarmed to detect fire and smoke. The Haverhill and Lawrence Fire Departments, depending on the campus, receives notice of all fire and smoke alarms. When notified by alarm or other method, NECC Public Safety Department officers will respond and assist local first responders.

Access to Academic and Administrative Buildings

General Access: NECC's Lawrence and Haverhill campuses are open to the public. Academic and administrative buildings are generally accessible during business hours, though hours may vary by facility and time of year.

Controlled Access: Access to some classrooms and offices is restricted based on the nature and use of the space. All campus buildings are secured after normal business hours, with card access based on authorization.

After-Hours Use: Unauthorized individuals are not permitted in buildings outside business hours. Students and employees requiring access must contact the Public Safety Department at 978-556-3333 for authorization.

Patrols and Monitoring: The NECC Public Safety Department conducts routine patrols of academic and administrative buildings in Haverhill and Lawrence to evaluate and monitor security conditions.

Policies: Building access is governed by college access control procedures.

Access to Buildings for Maintenance and Repair

Facilities Oversight: The NECC Facilities Department, along with contracted service providers, is responsible for the structural, mechanical, and electrical maintenance of all College buildings. The Facilities Department works with Public Safety to address conditions that affect campus security.

Reporting Issues: The campus is maintained to minimize hazardous conditions. Community members may report maintenance issues or failures to the Public Safety Department at extension 3333 from a campus phone or 978-556-3333 from a non-campus or cell phone.

Substance Abuse: Alcohol and Drug Policy

NECC complies with all federal and state laws regarding the possession, use, and distribution of alcohol, drugs, and other controlled substances on campus and at college-sponsored activities.

Alcohol: The use, possession, manufacture, or distribution of alcoholic beverages is prohibited, on campus or as part of any college-sponsored program, except as expressly permitted by law and outlined in the [Student Code of Conduct](#). Public intoxication on any NECC campus is prohibited.

Controlled Substances: The use, possession, manufacture, or distribution of controlled substances as defined by state and federal law is prohibited, on campus or as part of any college-sponsored program.

Marijuana: Although Massachusetts law permits certain uses of marijuana, federal law prohibits possession, use, distribution, and cultivation of marijuana at institutions of higher education. NECC, as a federally funded institution, enforces this prohibition. Accordingly, marijuana in any form, including medical marijuana, marijuana products (e.g., edibles), and marijuana accessories (e.g., devices used for ingestion), is prohibited on all College property and at all College-sponsored events. Operating a motor vehicle under the influence of marijuana on College property or at College-sponsored activities is also prohibited.

Enforcement: NECC Police enforce applicable Massachusetts laws regarding underage drinking and applicable federal and state drug laws on the Haverhill and Lawrence campuses. At Haverhill Heights, these laws are enforced by the Haverhill Police Department.

Drug Free Schools and Communities Act (DFSCA) Compliance

NECC's Drug and Alcohol Abuse Prevention Program (DAAPP) is developed in accordance with the Drug-Free Schools and Communities Act (DFSCA). The DAAPP may be obtained by contacting the Office of Community Standards, Maxie Holman Stocks, at 978-556-3746 or in the Student Center, Room 118D, on the Haverhill Campus.

- The Executive Director of Student Engagement emails all students a copy of the most current Student Code of Conduct at the beginning of each academic year. The Code includes NECC's drug and alcohol policies.
- The current Student Code of Conduct is also available in the Academic Catalog.
- NECC has trained staff to serve as Drug/Alcohol Reduction Coaches through BASICS (Brief Alcohol Screening and Intervention for College Students). BASICS is a brief motivational intervention that combines motivational interviewing, prevention education, and cognitive-behavioral coping skills. Students may participate following an alcohol-related Student Code violation, through referral, or by self-referral. The program includes an assessment and personalized feedback focused on reducing alcohol-related harm.

Counseling, Treatment, and Rehabilitation Programs: NECC offers health education programs addressing the risks of alcohol and substance abuse. Students are encouraged to seek help voluntarily for substance use disorders.

Counseling Services provides confidential support, education, and referrals to outside treatment programs:

- **Haverhill Campus:** Behrakis Student Center
- **Lawrence Campus:** Dimitry (L) Building
- Phone: 978-556-3730 or Email: counseling@necc.mass.edu

Clery Crimes and Statistics

The Annual Security Report includes statistics for the crimes defined below.

Clery Reportable Crimes

- **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 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 which could or probably would result in a serious potential injury if the crime were successfully completed.
- **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, etc.
- **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; safe-cracking; and all attempts to commit any of the aforementioned.
- **Motor Vehicle Theft:** The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joy riding).
- **Murder and Non-negligent Manslaughter:** The willful (non-negligent) killing of one human being by another.
- **Manslaughter by Negligence:** The killing of another person through gross negligence.
- **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, violence, and/or causing the victim fear.

- **Weapons Law Violations:** The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.
- **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).
- **Liquor Law Violations:** The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to 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 acts. (Driving under the influence is NOT included in the statistics.)
- **Hate Crimes:** A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Although there are many possible categories of bias, under the Clery Act, only the following eight categories are reported: Race, Religion, Sexual Orientation, Gender, Gender Identity, Ethnicity, National Origin and Disability. For Clery Act purposes, Hate Crimes include any of the following offenses that are motivated by bias.
 - Murder and Non-negligent Manslaughter
 - Sexual Assault
 - Robbery
 - Aggravated Assault
 - Burglary
 - Motor Vehicle Theft
 - Arson
 - Larceny-Theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.
 - Simple Assault: is an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
 - Intimidation: is to unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
 - Destruction/Damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.
- **Violence Against Women Act Offenses (VAWA):** The Clery Act has four defined VAWA offenses for which crime statistics must be collected: dating violence, domestic violence, sexual assault, and stalking.
- **Sex Offenses:** The Clery Act has four defined sex offenses for which crime statistics must be collected: rape, fondling, incest, and statutory rape. Extensive information regarding these crimes can be found under the Violence Against Women Act section later in this report.
 - **Rape:** is the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.
 - **Fondling:** is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

- **Incest:** is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** is sexual intercourse with a person who is under the statutory age of consent.
- **Hazing:** Any intentional, knowing, or reckless act committed against a person, regardless of their willingness to participate, that occurs during initiation, affiliation, or maintenance of membership in a student organization and causes or creates a risk of physical or psychological injury above the reasonable risk encountered at the institution or organization.

Statistics for Referred Violations

The Clery Act includes statistics for weapons, drug, and liquor law violations as described above that are referred for disciplinary action. Clery defines “referred for disciplinary action” as the referral of any person to any official who initiates a disciplinary action of which a record is kept, and which may result in the imposition of a sanction. All referrals for students are managed by the Office of Community Standards. All referrals for employees are managed by Human Resources.

Location definitions from the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act:

- **On-Campus:** (1) Any building or property which is owned or controlled by an institution within the same reasonably contiguous geographic area and is 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 the area identified in paragraph (1), that is owned by the institution, but controlled by another person, is frequently used by students and supports institutional purposes (examples include food or retail vendor).
- **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.

Reported crime statistics do not include crimes that occur in privately owned homes or businesses on or adjacent to NECC.

Violence Against Women Act

NECC prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the college community. Toward that end, NECC issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to an NECC official.

Federal Definitions of VAWA Offenses

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows:

- **Domestic Violence:**
 - A Felony or misdemeanor crime of violence committed—

- ❖ By a current or former spouse or intimate partner of the victim;
 - ❖ By a person with whom the victim shares a child in common;
 - ❖ By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - ❖ By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
 - ❖ By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- For the purposes of complying with the requirements of this section and §668.41 of the Clery Act, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
- **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
 - The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
 - For the purposes of this definition, Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.
 - For the purposes of complying with the requirements of this section and §668.41 of the Clery Act, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
 - **Sexual Assault:** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent." See the 'Clery Reportable Crimes' above for the full definitions of rape, fondling, incest, and statutory rape.
 - **Stalking:**
 - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
 - Fear for the person's safety or the safety of others; or
 - Suffer substantial emotional distress.
 - For the purposes of this definition—
 - ❖ *Course of conduct* means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
 - ❖ *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.
 - ❖ *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
 - For the purposes of complying with the requirements of this section and §668.41 of the Clery Act, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Massachusetts Definitions of VAWA Offenses and Consent

Domestic Violence and Abuse: Massachusetts does not have a statutory definition for domestic violence. [M.G.L. c. 209A, §1](#) defines abuse between family or household members to include attempted or actual physical harm; placing another in fear of imminent serious physical harm; causing involuntary sexual relations by force, threat, or duress; or coercive control as defined in that section.

Family or household members under c. 209A, §1 include current or former spouses, people who live or lived together, people related by blood or marriage, people with a child in common, and people in a substantive dating or engagement relationship. The statute states the factors used to decide whether a dating or engagement relationship is substantive.

Dating Violence: Massachusetts does not have a separate statutory definition for dating violence. Substantive dating or engagement relationships are included under c. 209A, §1. [M.G.L. c. 265, §13M](#) addresses assault or assault and battery involving current or former spouses, people with a child in common, or people in a substantive dating or engagement relationship. Other conduct may be charged under other applicable criminal laws.

Sexual Assault: Massachusetts does not have one statutory definition for sexual assault. [M.G.L. c. 265](#) establishes separate offenses for indecent assault and battery (§§13B, 13B½, 13B¾, 13F, 13H, and 13H¾); rape and rape or abuse of a child (§§22, 22A, 22B, 22C, 23, 23A, and 23B); sexual intercourse induced by specified false representations by a health care provider or clergy member (§22D); and assault with intent to commit rape (§§24 and 24B). Each offense has its own statutory elements.

Stalking: Under [M.G.L. c. 265, §43\(a\)](#), stalking requires both (1) a willful and malicious knowing pattern of conduct or series of acts over a period of time, directed at a specific person, that seriously alarms or annoys that person and would cause a reasonable person substantial emotional distress; and (2) a threat intended to place that person in imminent fear of death or bodily injury. The statute includes conduct or threats made through electronic communication.

Consent: Massachusetts has no single statutory definition of consent to sexual activity.

NECC's [Policy on Affirmative Action, Equal Opportunity & Diversity](#) states for its complaint procedure: "Consent" must be informed, voluntary, and mutual, and can be withdrawn at any time. There is no consent when there is force, expressed or implied, or when coercion, intimidation, threats, or duress is used. Whether a person has taken advantage of a position of influence over another person may be a factor in determining consent. Silence or absence of resistance does not imply consent. Past consent to sexual activity with another person does not imply ongoing future consent with that person or consent to that same sexual activity with another person.

If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes impairment or incapacitation due to alcohol or drug consumption that meets this standard, or being asleep or unconscious.

Campus Sex Crimes Prevention Act

The federal Campus Sex Crimes Prevention Act requires colleges and universities to advise the campus community where information concerning registered sex offenders may be obtained. Individuals required to register as sex offenders must also provide state officials with information concerning each institution of higher education where they are employed, carry on a vocation, or are students. Information concerning registered sex offenders is available from:

- **Massachusetts Sex Offender Registry Board:** 978-740-6400 or [Search for information about sex offenders in Massachusetts](#)

- **Haverhill Police Department:** 978-373-1212
- **Lawrence Police Department:** 978-794-5900

Improper Use of Sex Offender Registry Information

Information contained in the Sex Offender Registry may not be used to commit a crime against a sex offender or to engage in illegal discrimination or harassment of an offender. Anyone who uses registry information for one of these prohibited purposes may be punished by imprisonment for up to two and one-half years in a house of correction, a fine of up to \$1,000, or both. See [M.G.L. c. 6, § 178N](#).

Sexual Assault

Sexual assault may violate Massachusetts criminal law and NECC policy. NECC prohibits sexual assault and provides reporting options, supportive resources, and institutional procedures for students and employees who experience or report sexual assault.

A person may report sexual assault to NECC, law enforcement, both, or neither. Reporting an incident to NECC does not require a person to file a criminal complaint or participate in a criminal investigation. Additional information about reporting options and NECC's procedures is provided in the sections below. If you have experienced sexual assault, what happened was not your fault. Help is available. The NECC Public Safety Department can assist with immediate safety needs, explain reporting options, and provide referrals to campus and community resources, including counseling, medical care, advocacy, emergency housing resources, and financial or legal assistance resources.

Sexual Assault Education and Prevention

NECC students receive information about the prevention of sexual assaults, date rape and acquaintance rape through various programs including information about prevention at Student Orientation.

Information is also available through the Public Safety Department and NECC Counseling Services. The College also brings in outside organizations such as the YWCA Northeastern Massachusetts, which provide interactive educational programs.

If a Sexual Assault Happens to You

- Go to a safe location. If you need immediate assistance, call 9-1-1 or contact the NECC Public Safety Department at 978-556-3333.
- You are not required to report to police or participate in a criminal investigation to receive medical care or support. Confidential counseling is available to NECC students through Counseling and Psychological Services at 978-556-3730 or counseling@necc.mass.edu.
- For information on preserving evidence, forensic examinations, and reporting options, see "Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault, or Stalking Occurs" later in this report.

Title IX

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in education programs and activities that receive federal financial assistance. NECC prohibits sex discrimination, sexual harassment, sexual violence, and related retaliation. Reports may be made to the College's Title IX Coordinator. Information about supportive resources, reporting options, and applicable College procedures is available through the Title IX Coordinator and NECC's [Title IX policy](#).

Reporting Sexual Misconduct and VAWA Offenses

NECC understands that incidents of sexual misconduct, domestic or dating violence, and stalking are sensitive in nature and can be emotional for all involved. The College will handle reports with care, respond in accordance with applicable policies, and protect the privacy of those involved to the extent permitted by law and College policy.

Students and employees may report an incident to the Title IX Coordinator, NECC Public Safety, local law enforcement, or any combination of these options. A person may also decline to notify law enforcement. Depending on the circumstances, seeking medical attention and preserving evidence may protect a person's health and assist with a future institutional, criminal, or protective-order proceeding. NECC Public Safety is available 24 hours a day at 978-556-3333 to assist with immediate safety needs and explain available reporting and support options.

Procedures After Dating Violence, Domestic Violence, Sexual Assault, or Stalking

The Importance of Preserving Evidence

Preserving evidence after an incident of dating violence, domestic violence, sexual assault, or stalking may assist in proving that an alleged criminal offense occurred and may also be helpful in obtaining a protection order.

After a sexual assault, consider seeking medical attention as soon as possible at a hospital that provides sexual-assault forensic examinations and evidence collection. A person may receive a forensic examination and have evidence collected without filing a police report or participating in a criminal investigation or prosecution.

Under Massachusetts law, a healthcare provider who treats or examines a patient following a rape or sexual assault must report the case to the Massachusetts Department of Criminal Justice Information Services and the police department where the incident occurred. The provider's report cannot include the patient's name, address, or other identifying information. This required, non-identifying provider report does not require the patient to make a personal report to law enforcement.

If possible, avoid bathing, showering, douching, brushing your teeth, eating, drinking, smoking, changing clothes, or cleaning the location where the incident occurred before receiving medical care. Clothing and other possible evidence should be preserved in separate paper bags, if available. Even if you have already taken any of these actions, you may still seek medical attention and ask about evidence collection.

Massachusetts Sexual Assault Nurse Examiners provide specialized medical-forensic care at designated hospitals. Local designated sites include:

- Merrimack Health Lawrence Hospital — 1 General Street, Lawrence — 978-683-4000
- Merrimack Health Haverhill Hospital — 140 Lincoln Ave, Haverhill — 978-374-2000
- Lowell General Hospital — 295 Varnum Avenue, Lowell — 978-937-6000

Current locations are available through the Massachusetts [designated SANE hospital directory](#). At designated sites, the medical-forensic examination is provided without cost to the patient. Healthcare providers can also treat injuries and address concerns involving sexually transmitted infections and pregnancy, when applicable.

Evidence related to dating violence, domestic violence, sexual assault, or stalking may also include text messages, emails, voicemail messages, call histories, photographs, videos, social-media posts, location information, damaged property, written records, and other communications. Preserve the original information when possible and document relevant dates and times.

Evidence can be lost or become unavailable over time. A person may preserve evidence even if they are not ready to report the incident to NECC or law enforcement. Preserving evidence leaves reporting, institutional, criminal, and protective-order options available for later consideration.

How and to Whom the Alleged Offense Should be Reported

Students and employees may report sexual misconduct, sexual assault, domestic violence, dating violence, or stalking to the Title IX Coordinator, a Deputy Title IX Coordinator, NECC Public Safety, or local law enforcement.

Under NECC policy, faculty, staff, and student employees who receive complaints of sexual harassment or sexual misconduct must report the information to the Title IX Coordinator and/or their supervisor or department head. Before disclosing information, a person may ask an employee whether the employee is required to report it and what information may need to be shared.

Reports made to the Title IX Coordinator may also be shared with NECC Public Safety as necessary to meet the College's Clery Act statistical reporting and campus-safety responsibilities. Clery crime statistics and public disclosures do not include personally identifying information about a victim.

Reports may be made to:

- **Title IX Coordinator**
Elizabeth Trelegan
Haverhill Campus
978-556-3928
etrelegan@necc.mass.edu
- **Deputy Title IX Coordinator**
Maxine Rice
Haverhill Campus
978-556-3917
mrice@necc.mass.edu
- **NECC Public Safety**
978-556-3333 or extension 3333 from a campus telephone
publicsafety@necc.mass.edu
Haverhill Campus: C-112
Lawrence Campus: 414 Common Street lobby

Students and employees may also report to the local police department:

- Haverhill Police Department: 978-373-1212
- Lawrence Police Department: 978-794-5900
- Emergency assistance: 9-1-1

Notification of Parents/Guardians

As the students at the College are viewed as adults, guardians and/or parents will not be notified when a student is involved in a claim of sexual misconduct. Students are encouraged to speak with their guardian and/or parent when they are involved in a matter of sexual misconduct. Should a guardian or parent wish to speak with the Title IX Coordinator or any other employee regarding a matter of sexual misconduct, a FERPA waiver will need to be fully executed prior to any conversation. Students have the right to execute or withdraw a [FERPA waiver](#) at any time. Should a student be found responsible for violation of this policy and is separated from the college, suspended, or expelled, guardians and/or parents are generally notified at that time.

In addition, the NECC Public Safety Department will make every effort to protect the confidentiality of the victims. While police reports are not publicly available, daily crime logs are available during normal business hours. However, they will be redacted to ensure the victim remains confidential. The College does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Furthermore, if a Timely Warning Notice is issued on the basis of a report of a domestic violence, dating violence, sexual assault, or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Notification to Victims of Crimes of Violence

In addition to the notification provided automatically for dating violence, domestic violence, sexual assault, and stalking cases described above, a victim of any other crime of violence, or a non-forcible sex offense, may request in writing that the College disclose the results of any disciplinary proceeding against a student who is the alleged perpetrator.

Accommodations and Protective Measures

A person who is subjected to sexual assault, domestic violence, dating violence or stalking shall:

- Be provided with a copy of the College's *Sexual Violence – Complainant's Rights and Information Advisory*, which shall include information concerning counseling, health, and mental health services, victim advocacy and support, law enforcement assistance, and other services available on and off campus;
- Have the right to pursue, or not pursue, assistance from campus administration officials or campus law enforcement;
- Not be discouraged by college officials from reporting an incident to both on-campus and off-campus authorities;
- Be provided assistance in contacting local law enforcement if requested and have the full and prompt assistance and cooperation of campus personnel should a civil and/or criminal complaint be pursued;
- Be free from any suggestion that they somehow contributed to or had a shared responsibility in the violent act;
- Receive the same level of support at any proceeding before college officials as is permitted to the accused party, including the presence of an advisor during any disciplinary proceeding and the right to be notified in a timely manner of the outcome of such proceedings and any appeal right available;
- Receive full and prompt cooperation from college personnel in obtaining and securing evidence (including medical evidence) necessary for any potential criminal proceedings;
- Have access to existing College counseling and medical professionals, victim support services, and to obtain referrals to off-campus counseling and support services if desired;
- Be permitted to attend classes, work, and participate in college activities free from unwanted contact or proximity to the respondent insofar as the College is permitted and able;
- Be permitted to request changes to an academic schedule if such changes are requested by the alleged victim and are reasonably available;
- Be permitted to request changes to a work schedule or assignment if such changes are requested by the alleged victim or their employing supervisor and are reasonably available;
- Be permitted to request a Public Safety escort to and from vehicles, classrooms, or offices;
- Be informed of any no-contact or no-trespass orders issued to the respondent by the College and the College's commitment to honor any court-issued restraining or protective orders, to the extent permitted by law; and

*Living-situation accommodations are not applicable, as NECC does not operate on-campus student housing.

The College must maintain as confidential any supportive measures provided to either party, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the supportive measures.

The College offers supportive measures when it receives notice of alleged prohibited conduct or Title IX Sexual Harassment, whether or not the complainant files a Formal Complaint. Measures may include counseling, adjustments to classes or work schedules, campus escorts, mutual restrictions on contact, leaves of absence, and other similar measures. The measures depend on the circumstances, including whether the parties share classes, transportation, or a job location.

No Contact Orders

No Contact Orders may be issued immediately once the crime has been reported.

Restraining Orders

The Abuse Prevention Law, Massachusetts General Laws Chapter 209A, allows a court to issue a protection order against an abuser. Protection under this law applies to "family or household members," defined by M.G.L. c.209A §1 as people who are or were: married; living together; related by blood or marriage; parents of a common child; or involved in a substantial dating or engagement relationship.

If you need immediate protection, contact NECC Public Safety at 978-556-3333, or call 9-1-1 if off campus. Violation of an Abuse Prevention Order is a crime, if a person subject to an order violates it, call the police immediately (978-556-3333 on campus, 9-1-1 off campus).

For step-by-step guidance on applying for a restraining order, visit [the Massachusetts Trial Court's official guide](#).

Harassment Orders

Massachusetts General Laws Chapter 258E allows victims of criminal harassment, stalking, or sexual assault to obtain a protective order regardless of their relationship to the harasser. Contact NECC Public Safety at 978-556-3333 if the harassment occurs on campus, or the police agency with jurisdiction if it occurs off campus. For more information, visit the Commonwealth's guide to [Harassment Prevention Orders](#).

Complaint Procedure

Application of Policy

The complaint procedure is intended to provide a mechanism to investigate, and where possible resolve, complaints of alleged violations of this policy against employees and students. The procedures outlined below are intended to ensure that the college will conduct an impartial, fair, effective, and efficient investigation of all allegations of discrimination without fear of retaliation. The complaint procedure is available to any employee or student who believes he/she has been discriminated against based on a protected classification or retaliation. A complaint filed in another forum does not preclude a student or employee from filing a complaint under this policy. Further, a complaint filed in another forum, including a criminal or civil complaint, shall not delay an investigation of a complaint filed under this policy.

NECC's [Policy on Affirmative Action, Equal Opportunity & Diversity](#) has two complaint processes. Complaints alleging prohibited conduct, other than formal complaints of Title IX sexual harassment, use the general Complaint Process. Formal complaints of Title IX sexual harassment use the Title IX Sexual Harassment Complaint Process. If a formal complaint cannot be reviewed under the Title IX process for jurisdictional reasons, the College may address it under the general Complaint Process.

General Complaint Process

A student or employee who believes they have experienced prohibited conduct may file a written complaint with the Affirmative Action Officer. Student complaints may be filed within 30 days after the end of the instructional period in which the student knew or should have known of the act; employee complaints may be filed within 30 days after the employee knew or should have known of it. The Affirmative Action Officer notifies the responding party in writing and gives that party 10 days to respond. Where practicable, within 30 days after the response is received or due, the officer investigates and sends preliminary findings to both parties. If the investigation takes longer, the parties receive a status update every 30 days. The parties have 10 days after receiving the preliminary findings to submit rebuttal statements. Where practicable, the officer then prepares final findings and recommendations within seven days after receiving the rebuttals.

Unless good cause requires additional time, the President's Designee issues a written decision within seven business days after receiving the final findings and recommendations. Either party may appeal the decision to the President within five days of receiving it. Where practicable, the President decides the appeal in writing within five days. Findings under this process use the preponderance of evidence standard. Informal resolution or mutually agreed mediation may also be available as described in the policy; an informal resolution of sexual harassment or violence requires a Formal Complaint, and the informal procedure may not be used to resolve a student's allegation of sexual harassment or violence against an employee.

Advisor for either complaint process

Each party may have one advisor of their choice, who may be an attorney but need not be. The advisor may attend meetings and proceedings and review evidence. In the general Complaint Process, the advisor's role is limited to giving advice and counsel to the party. In the Title IX Sexual Harassment Complaint Process, the advisor also conducts cross-examination at the hearing; the participation limits described below apply to both parties.

Interim Action and Emergency Removal

The College may take interim action, including interim suspension, administrative leave, or removal, prior to completing an investigation when a student or employee poses a threat to health, safety, or College property, is disruptive to college operations, or is charged with a serious violation of state or federal law. The student or employee will be provided the reason(s) for the interim action. In the case of a Title IX Sexual Harassment claim, an emergency removal requires an individualized safety and risk analysis, a determination that removal is justified by an immediate threat to health or safety, and notice with an opportunity to challenge the decision, which may be appealed under Step 4 below.

Title IX Sexual Harassment Complaint Process

Officials involved in the Title IX Sexual Harassment Complaint Process, including the Title IX Coordinator, investigators, Decision Makers, and appeal officers, receive annual training.

Jurisdiction of the College

The College must dismiss a Formal Complaint of Title IX Sexual Harassment if it doesn't meet the definition of Title IX Sexual Harassment — even assuming everything reported is true — or if it didn't happen as part of a College program or activity, or didn't happen in the United States. The College may also choose to dismiss a complaint if the person who filed it withdraws it, the person accused is no longer a student or employee, or the College isn't able to gather enough evidence to reach a decision. Either way, a dismissed complaint can still be handled through the College's general Complaint Process instead.

Step 1 – Investigation

Upon receiving a Formal Complaint, the Title IX Coordinator promptly and confidentially contacts the Complainant to discuss available supportive measures, taking the Complainant's own wishes into account, and explains how the process works. The Title IX Coordinator also notifies the Respondent in writing, discusses supportive measures with them, and gives them a chance to respond. The Title IX Coordinator then investigates, shares the evidence with both people so they can review it and respond, and puts together a final report summarizing the evidence for the Decision Maker, along with a hearing date. Where practicable, the investigation and hearing-scheduling process generally takes place over approximately eleven to twelve weeks from the filing of the complaint to the hearing date, though timelines may be extended for good cause upon written request to the Title IX Coordinator.

Step 2 – Hearing

The Title IX Coordinator (or designee) will be responsible for coordinating the hearing process. The Decision Maker shall be responsible for conducting the hearing. The duties of the Title IX Coordinator will include: scheduling the hearing; notifying the parties, advisors, and witnesses of the hearing; ensuring that the trained Decision Maker is provided with appropriate materials including a copy of the final investigative report and any exhibits; coordinating videoconferencing (if necessary); and securing a location for the hearing. The Title IX Coordinator will also act as liaison between the parties and the Decision Maker on procedural matters. A hearing is conducted in private. If a Respondent or Complainant has a good faith belief that the individual selected as the Decision Maker has a specific bias or conflict of interest, they may file a request with the Title IX Coordinator (or in instances where the Title IX Coordinator is serving as the Decision Maker, the request shall be directed to the individual selected as the designee in Step 1 - Investigation) for a replacement within two (2) calendar days of being notified of the Decision Maker's identity. The Title IX Coordinator (or designee) shall review the request and make a decision in no more than three (3) calendar days either granting the request or providing reasons for denying the request. All procedural questions are subject to the final decision of the Decision Maker.

In general, hearings will proceed as follows:

- The Decision Maker shall summarize the Hearing Policy and allow the Title IX Coordinator the opportunity to briefly state the allegations and summarize the investigative report.
- Each party's advisor will be given the opportunity to question the other party and any witnesses by presenting questions to the Decision Maker (including questions on credibility). If the Decision Maker determines a question is relevant, the other party will be asked to respond.
- The Decision Maker shall have a final opportunity to question the parties.
- The Decision Maker will conclude the hearing by informing the parties that they will issue a decision to the parties and their advisors within ten (10) days, and that it will be based upon a Preponderance of the Evidence standard (i.e., more likely than not).

Hearing Policy

Questions and evidence about a Complainant's prior sexual behavior will be deemed irrelevant unless offered to prove that someone other than the Respondent committed the alleged misconduct or offered to prove consent.

If a party does not have an advisor present at the live hearing, the College will choose a trained member of the community, to conduct cross examination on behalf of that party. All advisors are limited to active participation in the question and follow-up cross-examination part of the live hearing. Further, Advisors are the only parties allowed to present questions (cross-examination or otherwise) to the Decision Maker.

Generally, live hearings may be conducted with all parties physically present in the same geographic location. At the request of either party, the College must provide for the live hearing to occur with the

parties located in separate rooms with technology enabling the Decision Maker and parties to simultaneously see and hear the party or the witness answering questions.

Only relevant questions or cross-examination questions may be asked of a party or witness. Before a Complainant, Respondent, or witness answers a cross-examination or other question, the Decision-Maker must first determine whether the question is relevant and explain to the party's Advisor asking cross-examination questions any decision to exclude a question as not relevant. If a party or witness does not submit to cross-examination at the live hearing, the decision-maker(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the decision-maker(s) cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

Formal rules of evidence applied in courtroom proceedings (e.g., Massachusetts Evidence Code) do not apply in the hearing. The Decision Maker will make an official audio recording of the hearing. The recording is College property. No other recording of the hearing is permitted. The audio recording will be retained by the Title IX Coordinator in accordance with the College's records/information retention and disposition schedule. Access to the recording will be made available to the parties for inspection and review, however, parties are prohibited from making any copies of such recording. The recording shall only be released in compliance with applicable discovery proceedings in any future legal/administrative proceedings. The Decision Maker controls the hearing, is responsible for maintaining order during the hearing, and makes whatever rulings are necessary to ensure a fair hearing. The Decision Maker's decisions in this regard are final.

Step 3 – Review and Decision by the Decision Maker

After the hearing, the Decision Maker sends both people a written decision within about ten days. The decision explains what was found, why, and what happens as a result — including any sanctions and whether the person who filed the complaint will receive any additional support or remedies. It also explains how either person can appeal. The decision becomes final either when an appeal is decided, or if no appeal is filed, once the time to appeal has passed.

If the allegations, the investigation, or the outcome change at any point before the determination becomes final, the College will notify both people in writing.

Step 4 – Appeal to the President

If either person disagrees with the Title IX Coordinator's decision to remove someone on an emergency basis or to dismiss a complaint, or with the Decision Maker's written decision, they can appeal to the President within five days. An appeal must be based on one of three things: a procedural error that affected the outcome, newly discovered evidence that could affect the outcome, or a conflict of interest or bias by anyone involved in the Title IX process that affected the outcome. Where practicable, the President will issue a written decision to both people within five days, explaining the outcome of the appeal and the reasoning behind it. The President's decision is final, though any discipline imposed still follows applicable collective bargaining agreements. If the President is the person accused, the Chair of the Board of Trustees handles the appeal instead.

Range of Possible Sanctions

Depending on the outcome of the disciplinary process, sanctions may include, but are not limited to, mandatory counseling or training, verbal or written warnings, restriction or loss of privileges, educational sanctions, financial payment, disciplinary probation, suspension, expulsion from the College, termination from employment, or criminal prosecution.

On Campus Services

Upon receipt of a report of domestic violence, dating violence, sexual assault, or stalking, NECC will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement. These resources include the following:

ON CAMPUS	SERVICE PROVIDER	CONTACT INFORMATION
Counseling	Counseling & Psychological Services	978-556-3730
Health	Not Available on Campus	
Mental Health	Counseling & Psychological Services	978-556-3730
Victim Advocacy	Title IX	978-556-3928
Legal Assistance	Not Available on Campus	
Visa & Immigration Assistance	International Students Office	978-556-3726
Student Financial Aid	Financial Aid Office	978-556-3700
Other	Human Resources/Title IX	978-556-3928

IN THE COMMUNITY	SERVICE PROVIDER	CONTACT INFORMATION
Counseling	YWCA Northeastern Massachusetts	877-509-9922
Health	Greater Lawrence Family Health	Haverhill: 978-557-2300 Lawrence: 978-686-0090
Mental Health	988 Suicide & Crisis Lifeline	Call or Text 988
Victim Advocacy	YWCA Northeastern Massachusetts	877-509-9922
Legal Assistance	Victim Rights Law Center	617-399-6720
Visa & Immigration Assistance	Victim Rights Law Center	617-399-6720
Student Financial Aid	Not applicable – see On Campus	
Other	MA Office of Victim Assistance	844-878-6682

Additional Campus Resources

Licensed Mental Health Counselors

NECC provides students and employees with access to confidential counseling, mental health support, and referral services.

For Students

NECC Counseling and Psychological Services provides free, confidential short-term counseling, crisis support, and referrals to NECC students. Confidentiality is subject to applicable legal and professional exceptions.

For Employees

Confidential Employee Assistance Program services are available to all NECC employees, including benefited and non-benefited employees. Services may include counseling, mental health support, referrals, legal consultation, financial guidance, and work-life resources.

- Benefited employees have access to the Mass4YOU Employee Assistance Program.
- Non-benefited employees have access to the AllOne Health Employee Assistance Program.

Employees should visit the Employee Assistance Programs page on NECC ONE for current program information, eligibility details, and access instructions. Employees may also contact Human Resources for assistance. Non-benefited employees may contact AllOne Health at 1-800-451-1834.

How to Be an Active Bystander

Bystander Intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who witness violence or the conditions that perpetuate violence. They are not directly involved but have the ability to say something or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt, whether it is domestic or dating violence, sexual assault, or stalking.

- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
- Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take sexual advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

NECC is concerned about your safety with regards to all the crimes covered by the Violence Against Women Act. In the next few pages, we have provided some information on risk reduction, and how to recognize warning signs of abusive behavior or potential attacks. If you are the victim of one of these crimes, please get help through one of the many resources listed in this publication.

NECC encourages bystander intervention only when it is safe to do so. If you or someone else is in immediate danger, call The Public Safety Department at 978-556-3333 or dial 9-1-1.

Risk Reduction

Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

With no intent to blame victims, and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (adapted from the Rape, Abuse & Incest National Network rainn.org):

- Be aware of your surroundings. Knowing where you are and who is around you may help you find a way to get out of a bad situation.
- Try to avoid isolated areas. It is more difficult to get help if no one is around.
- Walk with purpose. Even if you do not know where you are going, act like you do.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably is not the best place to be. If you see something suspicious, call 9-1-1, or NECC Public Safety at 978-556-3333 on campus.
- Try not to load yourself down with packages or bags, as this can make you appear more vulnerable.
- Make sure your cell phone is with you and charged, and that you have a way to get home.
- Do not allow yourself to be isolated with someone you do not trust or someone you do not know.

- Avoid wearing headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together.
- Do not leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you have left your drink alone, get a new one.
- Do not accept drinks from people you do not know or trust. If you choose to accept a drink, go with the person to order it, watch it being poured, and carry it yourself. At parties, do not drink from punch bowls or other large, common open containers.
- Watch out for your friends, and ask them to watch out for you. If a friend seems out of it, is far more intoxicated than the amount they have had to drink would explain, or is acting out of character, get them to a safe place and seek medical help immediately.
- If you suspect that you or a friend has been drugged, call 9-1-1 immediately. Be explicit with medical providers so they can give you the correct tests (you will need a urine test and possibly others).
- If you need to get out of an uncomfortable or scary situation, here are some things you can try:
 - Remember that being in this situation is not your fault. You did not do anything wrong; the person who is making you uncomfortable is to blame.
 - Be true to yourself. Do not feel obligated to do anything you do not want to do. "I don't want to" is always a good enough reason.
 - Have a code word with your friends or family so that if you do not feel comfortable, you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 - Lie. If you do not want to hurt the person's feelings, it is better to make up a reason to leave than to stay and be uncomfortable, scared, or worse. You could say you need to take care of a friend or family member, you are not feeling well, or you have somewhere else you need to be.
 - Think of an escape route. How would you get out of the room? Where are the doors and windows? Are there people nearby who might be able to help you? Is there an emergency phone nearby?
 - If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Warning Signs of an Abusive Relationship

If you are experiencing any of the following signs of abuse, you may be in an abusive relationship. Whether or not you are ready to leave, there are things you can do to protect yourself. If you would like help with safety planning, call NECC Public Safety at 978-556-3333 or the National Domestic Violence Hotline at 800-799-7233.

Are you with someone who:

- Is jealous and possessive toward you, will not let you have contact with friends or family, checks up on you constantly by phone, email, or in person, or will not accept breaking up?
- Tries to control you by being very bossy, giving orders, and making all the decisions without taking your opinion seriously?
- Puts you down, is critical of whatever you do, and undermines everything you say?
- Is scary to the extent that you worry about how they will react to things you say or do?
- Threatens you, or uses or owns weapons?
- Is violent, has a history of fighting, loses their temper quickly, or brags about mistreating others?
- Pressures you for sex, or is forceful or scary with regard to sex?
- Thinks of you as a sex object?
- Attempts to manipulate or guilt-trip you by saying, "If you really loved me, you would..."?

- Gets too serious about the relationship too fast?
- Abuses drugs or alcohol and pressures you to use them?
- Blames you when they mistreat you by saying you provoked them, pressed their buttons, made them do it, or led them on?
- Has a history of bad relationships and blames the other person for all the problems?
- Believes that men should be in control and powerful and that women should be passive and submissive?
- Has hit, pushed, choked, restrained, kicked, or otherwise physically abused you?
- Has caused your family and friends to warn you or tell you they are worried for your safety?
- If you are gay, lesbian, bisexual, or transgender, has threatened to “out” you to family, friends, or your workplace if you do not comply with certain demands?
- If you are an immigrant, has threatened or tried to report you to authorities to have you deported?
- If you have health problems, has prevented you from getting treatment, interfered with medication, or made it difficult for you to get to medical appointments?
- If you are older, has threatened to put you in a nursing home or interfered with your ability to leave the house when you want?

Prepare for Emergencies

- Know your abuser’s red flags. Be alert for signs that your abuser is getting upset and may explode in anger or violence. Come up with several believable reasons you can use to leave your home, during the day or at night, if you sense trouble.
- Identify safe areas of your home. Know where to go if your abuser attacks or an argument starts. Avoid small, enclosed spaces without exits (such as closets or bathrooms) and rooms with weapons (such as the kitchen). If possible, go to a room with a phone and an outside door or window. On campus, you can always go to the Public Safety Department in the Spurk Building, Room C112, on the Haverhill campus, or the main lobby of 414 Common Street on the Lawrence campus.
- Come up with a code word. Establish a word, phrase, or signal you can use to let your children, friends, neighbors, or co-workers know that you are in danger and the police should be called.

Make an Escape Plan

- Be ready to leave at a moment’s notice. Keep the car fueled and facing the driveway exit, with the driver’s door unlocked. Hide a spare car key where you can get it quickly. Keep emergency cash, clothing, important phone numbers, and documents in a safe place, such as a friend’s house.
- Practice escaping quickly and safely. Rehearse your escape plan so you know exactly what to do if your abuser attacks. If you have children, have them practice the escape plan also.
- Make and memorize a list of emergency contacts. Ask several trusted people if you can contact them if you need a ride, a place to stay, or help contacting the police. Memorize the numbers of your emergency contacts, a local shelter, and a domestic violence hotline.

Stalking Behavior

Stalking behavior can range from subtle conduct to extreme acts that might sound unbelievable to those less familiar with stalking. A stalker might engage in only one form of stalking behavior, while another might engage in a wide variety of different and unpredictable activities. Many stalking cases occur in the context of domestic violence, where the victim lives in fear of someone they once loved and trusted in an intimate relationship.

A stalker’s behavior might include:

- Following
- Waiting outside of a home or workplace

- Making harassing or persistent phone calls
- Sending letters, emails, or messages
- Sending unwanted gifts or flowers
- Contacting, threatening, or harassing friends and family
- Hurting or killing pets
- Vandalizing property
- Manipulative behavior, such as threatening suicide in order to force contact
- Spreading lies about a victim, such as filing false reports or posting or distributing personal or false information
- Collecting information about the victim's personal life and habits
- Subscribing to services in the victim's name
- Interfering with utilities or services, such as having phone service disconnected
- Impersonating the victim or a family member
- Accessing personal information through computer files or email accounts

Stalking with Technology

Technology gives stalkers another means of finding, contacting, and harassing their victims. Although stalking with technology does not involve physical contact, it is no less threatening than physical stalking. Tactics may include:

- Accessing or interfering with computer files or email accounts
- Sending threatening messages by email, text, or social media
- Tracking activities and movements through GPS or location-sharing technology
- Taking photos or videos without consent and/or sharing those images online

More information is available from the [Stalking Prevention, Awareness, and Resource Center \(SPARC\)](#).

VAWA Prevention Programs

The College engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.
- Programs to prevent dating violence, domestic violence, sexual assault, and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at students and employees.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees as well as ongoing awareness and prevention campaigns for students and employees that include:

- A statement that the institution prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act);
- The definitions of domestic violence, dating violence, sexual assault and stalking according to any applicable jurisdictional definitions of these terms;
- What behavior and actions constitute consent, in reference to sexual activity, in the State of Massachusetts; (the state of Massachusetts does not define consent)
- The institution's definition of consent AND the purposes for which that definition is used.
- A description of safe and positive options for bystander intervention.
- Information on risk reduction.
- Information regarding:

- o procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in "Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs" elsewhere in this document)
- o how the institution will protect the confidentiality of victims and other necessary parties (as described in "Accommodations and Protective Measures Available for Victims of Sexual Violence, Dating Violence, Domestic Violence and Stalking" elsewhere in this document);
- o existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in "Accommodations and Protective Measures Available for Victims of Sexual Violence, Dating Violence, Domestic Violence and Stalking" elsewhere in this document); and
- o options for, available assistance in, and how to request changes to academic, transportation, and working situations or protective measures (as described in "Accommodations and Protective Measures Available for Victims of Sexual Violence, Dating Violence, Domestic Violence and Stalking" elsewhere in this document);
- o procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in "Complaint Procedure" elsewhere in this document);

Primary Prevention and Awareness Programs

Security Awareness and Crime Prevention Programs

During registration days and at the beginning of the fall and spring semesters, students are informed of the services offered by the NECC Public Safety Department, including crime prevention, theft prevention, and safety awareness. Similar information is shared with staff during their onboarding process. Ongoing programming throughout the year addresses sexual assault prevention, domestic and dating violence, stalking, and alcohol and drug awareness.

This programming is delivered through Public Safety-led workshops designed to enhance awareness and improve personal safety; periodic crime bulletins and alerts, both in response to specific incidents and as general reminders about personal and property security; and distribution of educational literature. NECC also partners with outside organizations, such as the YWCA, to provide additional educational programming for students. This programming is designed to encourage students and employees to take responsibility for their own security and the security of others.

Campus Prevention Programs and Campaigns

The college offered the following **awareness and prevention programs for students and employees** in 2025: *Domestic Violence, Dating Violence, Sexual Assault, and Stalking.

Name of Program	Date	Location	Which Prohibited Behavior was Covered?	Student Employee Both
Stalking Awareness Workshop	1/28/2025	Virtual	Stalking	Both
Healthy & Unhealthy Relationships Awareness Workshop	2/11/2025	Virtual	Dating Violence	Both
Sexual Assault Awareness	4/8/2025	Virtual/In-Person	Sexual Assault	Both
Domestic Violence Awareness	10/14/2025	Virtual	Domestic Violence	Both
Empowerment & Survival Workshop for Women	10/29/25	Dimitry	Domestic Violence	Both

Stop Campus Hazing Act

The Stop Campus Hazing Act (SCHA), enacted on December 23, 2024, amends the Clery Act to prioritize the prevention of and transparency about hazing incidents at colleges and universities.

The Stop Campus Hazing Act has three primary components:

- Inclusion of hazing statistics in annual security reports: Colleges and universities will need to include statistics for hazing incidents that were reported to campus security authorities or local law enforcement, as defined by SCHA, in their annual security reports.
- Implementation of hazing policies, including those specific to hazing prevention: Colleges and universities will be required to have a hazing policy with information on how to make a report of hazing and the process used to investigate hazing incidents. They must also have a policy that addresses hazing prevention and awareness programs, which includes a description of research-informed campus-wide prevention programs and primary prevention strategies.
- Compilation of a Campus Hazing Transparency Report: Each institution must compile and publish on a prominent location of their public website a hazing transparency report that summarizes findings concerning any student organization found to be in violation of the institution's standards of conduct related to hazing. The report will include:
 - The name of the student organization;
 - A general description of the violation that resulted in a finding of responsibility; and
 - Related dates (the date of the alleged incident, the date of the initiation of the investigation, the date the investigation ended with a finding, and the date the institution provided notice to the organization of the finding).
- Read NECC's [Campus Hazing Transparency Report](#).

Hazing Policy Statement

Hazing, defined below, is prohibited by Massachusetts law M.G.L. Ch. 269, §§17 to 19. Institutions of higher education must provide a copy of the Massachusetts hazing law on an annual basis to every student, student group, student team, and student organization.

Hazing is a violation of the Northern Essex Community College Student Code of Conduct.

Northern Essex Community College investigates allegations of hazing according to the processes described in the [Student Code of Conduct](#). "Hazing" means any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. Such conduct shall include whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug or other substance, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of any such student or other person, or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation. M.G.L. Ch. 269, §17

How to Report a Hazing Incident

Anyone may report suspected hazing using the [Student Conduct Referral Form](#), or by any method described in the Student Code of Conduct. All reports are investigated and resolved through the Student Code of Conduct process.

Hazing Prevention Programs and Strategies

NECC employs research-informed prevention and awareness programs, strategies and resources

related to hazing. The NECC Hazing Prevention Programs and Strategies Statement builds upon the NECC Hazing Policy Statement to include prevention and awareness programs relating to hazing, including a description of prevention programs, which is detailed below.

Student Training

NECC partners with Vector Solutions to provide a Hazing Awareness & Prevention online training course which is available to all registered students.

Hazing Awareness and Prevention Course

The Hazing Awareness & Prevention course provides students with a better understanding about hazing so that they can identify when it's happening and possibly prevent incidents in the future. The course also connects students to resources and information as follows:

- Information on how to report an alleged incident of hazing with a link to a reporting form
- Information and links to Hazing Policy Statements, Massachusetts Hazing Law, Campus Hazing Transparency Report and Annual Security Report for the Jeanne Clery Campus Safety Act.

Student Organizations

On an annual basis, student organizations, defined by the Stop Campus Hazing Act as any group at a college or university that includes two or more enrolled students as members, receive information about the Act, hazing statistics as documented in the Annual Security Report, and the same policy and law links described above. Members provide a signature of receipt, review, and understanding of the information provided. Student organizations at NECC include the Student Government Association, all student clubs, and athletic teams.

Employees

Campus Security Authorities (CSAs) are regularly trained on the Stop Campus Hazing Act's definitions of "hazing" and "student organization," the obligation to report hazing, and the methods available for reporting hazing incidents. NECC Police determine whether reported incidents meet the definition of hazing for inclusion in the Annual Security Report.

For additional information on NECC's hazing policies and prevention programs, visit NECC's [Stop Hazing website](#).

Annual Crime Statistics by Campus

Haverhill Campus Crime Statistics

Criminal Offenses	Year	On Campus	Non-Campus	Public Property	Unfounded
Murder/Non-Negligent Manslaughter	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Sex offenses, Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Sex Offenses, Fondling	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Sex Offenses, Incest	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Sex Offenses, Statutory Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Robbery	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Aggravated Assault	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Burglary	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Arson	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Arrests	Year	On Campus	Non Campus	Public Property	Unfounded
Liquor Law Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Drug Law Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Illegal Weapons Possessions	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Referrals – Campus Disciplinary Action	Year	On Campus	Non-Campus	Public Property	Unfounded
Liquor Law Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Drug Law Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Illegal Weapons Possessions	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

VAWA Offenses	Year	On Campus	Non-Campus	Public Property	Unfounded
Domestic Violence	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Dating Violence	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Stalking	2023	0	0	0	0
	2024	1	0	0	0
	2025	0	0	0	0

Hazing	Year	On Campus	Non-Campus	Public Property	Unfounded
Hazing	2023	N/A	N/A	N/A	N/A
	2024	N/A	N/A	N/A	N/A
	2025	0	0	0	0

Hate Crimes

2023 – There were no incidents of hate crimes during the 2023 calendar year.

2024 – There were no incidents of hate crimes during the 2024 calendar year.

2025 – There were no incidents of hate crimes during the 2025 calendar year.

*NECC does not have residential facilities on the Haverhill campus. As such, this report does not include an Annual Fire Safety Report.

Lawrence Campus Crime Statistics

Criminal Offenses	Year	On Campus	Non-Campus	Public Property	Unfounded
Murder/Non-Negligent Manslaughter	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Sex offenses, Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Sex Offenses, Fondling	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Sex Offenses, Incest	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Sex Offenses, Statutory Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Robbery	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Aggravated Assault	2023	0	0	0	0
	2024	0	1	0	0
	2025	0	1	0	0
Burglary	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Arson	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Arrests	Year	On Campus	Non-Campus	Public Property	Unfounded
Liquor Law Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Drug Law Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Illegal Weapons Possessions	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Referrals – Campus Disciplinary Action	Year	On Campus	Non-Campus	Public Property	Unfounded
Liquor Law Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Drug Law Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Illegal Weapons Possessions	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

VAWA Offenses	Year	On Campus	Non-Campus	Public Property	Unfounded
Domestic Violence	2023	0	0	0	0
	2024	0	0	0	0
	2025	1	0	0	0
Dating Violence	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Stalking	2023	0	0	0	0
	2024	1	0	0	0
	2025	0	0	0	0

Hazing	Year	On Campus	Non-Campus	Public Property	Unfounded
Hazing	2023	N/A	N/A	N/A	N/A
	2024	N/A	N/A	N/A	N/A
	2025	0	0	0	0

Hate Crimes

2023 – There were no incidents of hate crimes during the 2023 calendar year.

2024 – There were no incidents of hate crimes during the 2024 calendar year.

2025 – There were no incidents of hate crimes during the 2025 calendar year.

*NECC does not have residential facilities on the Lawrence campus. As such, this report does not include an Annual Fire Safety Report.

Haverhill Heights Campus Crime Statistics

Criminal Offenses	Year	On Campus	Non-Campus	Public Property	Unfounded
Murder/Non-Negligent Manslaughter	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Sex offenses, Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Sex Offenses, Fondling	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Sex Offenses, Incest	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Sex Offenses, Statutory Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Robbery	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Aggravated Assault	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Burglary	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Arson	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Arrests	Year	On Campus	Non-Campus	Public Property	Unfounded
Liquor Law Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Drug Law Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Illegal Weapons Possessions	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Referrals – Campus Disciplinary Action	Year	On Campus	Non-Campus	Public Property	Unfounded
Liquor Law Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Drug Law Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Illegal Weapons Possessions	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

VAWA Offenses	Year	On Campus	Non-Campus	Public Property	Unfounded
Domestic Violence	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Dating Violence	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Stalking	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Hazing	Year	On Campus	Non-Campus	Public Property	Unfounded
Hazing	2023	N/A	N/A	N/A	N/A
	2024	N/A	N/A	N/A	N/A
	2025	0	0	0	0

Hate Crimes

2023 – There were no incidents of hate crimes during the 2023 calendar year.

2024 – There were no incidents of hate crimes during the 2024 calendar year.

2025 – There were no incidents of hate crimes during the 2025 calendar year.

*NECC does not have residential facilities on the Heights at Haverhill campus. As such, this report does not include an Annual Fire Safety Report.

Haverhill Campus

100 Elliott Street

- A Bentley Library**
- B General Services Center**
- C Spurk Building**
- D Sport & Fitness Center**
- E Science Building**
- G Maintenance Building**
- SC Behrakis Student Center**
 - ★ Student Success Hub
 - Bookstore
 - ◆ Student Photo IDs
- TC Hartleb Technology Center**
- HH Haverhill Heights**

160 Merrimack Street
Haverhill, MA

Parking is available on the street
or in a nearby city lot.

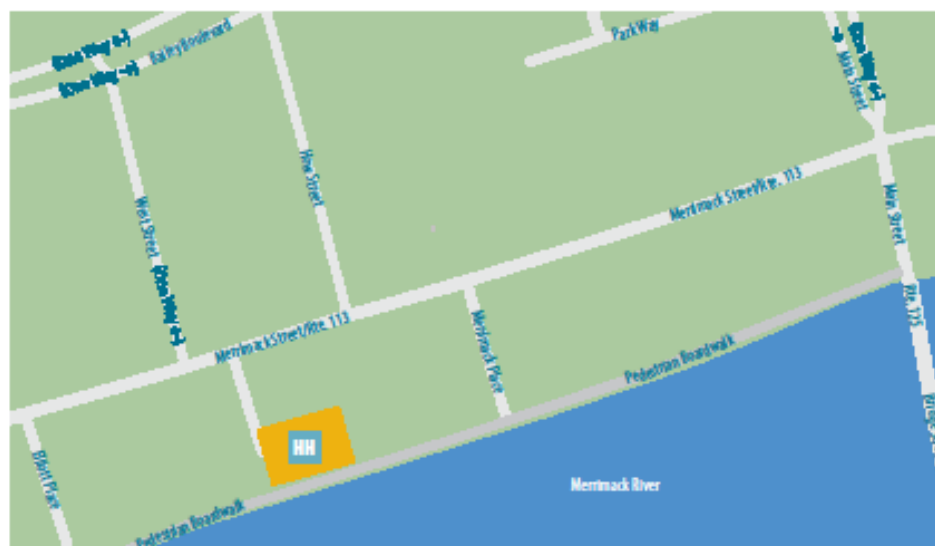


Parking

- VP Visitor Parking**
Parking for visitors, students, and employees without permits.
- PP Permit Parking**
-  **Intercampus Shuttle Bus**
-  **MVRTA Bus**
Students will need to show their NECC student ID to ride both the shuttle and MVRTA busses.
-  **Accessible Parking**

For additional information and directions, visit www.necc.mass.edu/directions

For the NECC Parking Policy, visit www.necc.mass.edu/parking



202103-009

Figure 1 Map of the Haverhill Campus

Lawrence Campus

L John R. Dimitry Building
45 Franklin Street
■ Textbook Pickup Location
● Library

LA Louise Haffner Fournier
Education Center
78 Amesbury Street

LC Dr. Ibrahim El-Hefni
Allied Health &
Technology Center
414 Common Street
◆ Student Photo IDs
★ Student Success Hub

LH 420 Common Street

Parking

A&C Permit/Visitor Parking

B&E Permit/Validated Parking
Validation with a current NECC
parking permit is available
M-F at buildings L, LA, LC, and LH
when all other permit lots are full.

D Permit Parking

 Intercampus
Shuttle Bus

 MVRTA Bus
Students will need to show their
NECC student ID to ride both
the shuttle and MVRTA busses.

 Accessible Parking

 Accessible Access to
Lots and Sidewalks

For additional information and directions,
visit www.necc.mass.edu/directions

For the NECC Parking Policy, visit
www.necc.mass.edu/parking



202103-009

Figure 2 Map of the Lawrence Campus