

Complaints of Sex Discrimination and Sex-Based Harassment Grievance Procedures

Brookline College has adopted Title IX grievance procedures that provide for the prompt and equitable resolution of complaints made by students, employees, or other individuals who are participating or attempting to participate in its education program or activity, or by the Title IX Coordinator, alleging any action that would be prohibited by Title IX or the Title IX regulations. These grievance procedures also address complaints of sex-based harassment which involve a student party.

Complaints

The following individuals have a right to make a complaint of sex discrimination, including complaints of sex-based harassment, requesting that Brookline College investigate and make a determination about alleged discrimination or alleged sex-based harassment under Title IX:

- A “complainant,” which includes:
 - a student or employee of Brookline College who is alleged to have been subjected to conduct that could constitute sex discrimination or sex-based harassment under Title IX; or
 - a person other than a student or employee of Brookline College who is alleged to have been subjected to conduct that could constitute sex discrimination or sex-based harassment under Title IX at a time when that individual was participating or attempting to participate in Brookline College’s education program or activity;
- A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant; or
- Brookline College’s Title IX Coordinator.

An individual is entitled to make a complaint of sex-based harassment only if they themselves are alleged to have been subjected to the sex-based harassment, if they have a legal right to act on behalf of such person, or if the Title IX Coordinator initiates a complaint consistent with the requirements of 34 C.F.R. § 106.44(f)(1)(v).

With respect to complaints of sex discrimination other than sex-based harassment, in addition to the people listed above, the following persons have a right to make a complaint:

- Any student or employee of Brookline College; or
- Any person other than a student or employee who was participating or attempting to participate in Brookline College’s education program or activity at the time of the alleged sex discrimination.

Brookline College may consolidate complaints of sex discrimination or sex-based harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against another party, when the allegations of sex discrimination or sex-based harassment arise out of the same facts or circumstances. When more than one complainant or more than one respondent is involved, references below to a party, complainant, or respondent include the plural, as applicable.

Requirements Regarding Grievance Procedures

Brookline College will treat complainants and respondents equitably, and requires that any Title IX Coordinator, investigator, or decisionmaker not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. As long as there is no conflict of interest or bias, a decisionmaker may be the same person as the Title IX Coordinator or investigator.

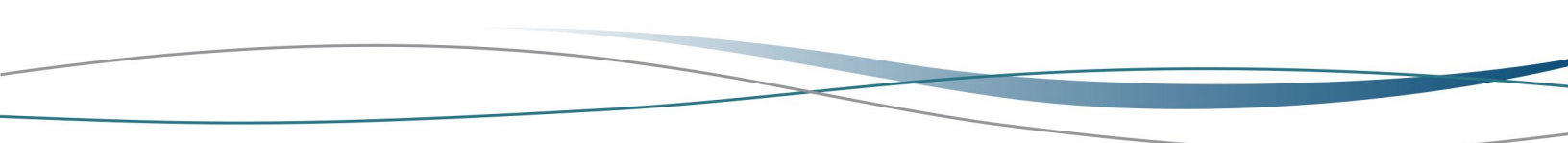
Brookline College presumes that the respondent is not responsible for the alleged sex discrimination or sex-based harassment until a determination is made at the conclusion of its grievance procedures.

Brookline College has established the following timeframes for the major stages of the grievance procedures:

- Evaluation (*decision whether to dismiss or investigate a complaint*) – seven (7) calendar days
- Investigation – thirty (30) calendar days from evaluation determination
- Determination - fourteen (14) calendar days from the completion of the investigation
- Appeal – seven (7) calendar days from determination

Brookline College has also established a process that allows for the reasonable extension of timeframes on a case-by-case basis for good cause with written notice to the parties that includes the reason for the delay. The College strives to complete all grievance proceedings, including the evaluation, investigation, determination, and allowance for appeal within sixty (60) calendar days of receiving a complaint. However, there is an allowance for extensions of timeframes for good cause, as necessary, and in that instance, written notice will be provided to the complainant and the respondent announcing the delay and the reason for it. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

Brookline College will take reasonable steps to protect the privacy of the parties and witnesses during its grievance procedures. These steps will not restrict the ability of the parties to obtain and present evidence, including by speaking to witnesses; consult with their family members, confidential resources, or advisors; or otherwise prepare for, or participate in, the grievance procedures. The parties cannot engage in retaliation, including against witnesses.



Brookline College will objectively evaluate all evidence that is relevant and not otherwise impermissible, including both inculpatory and exculpatory evidence. Credibility determinations will not be based on an individual's status as a complainant, respondent, or witness.

The following types of evidence, and questions seeking that evidence, are impermissible (*i.e.*, will not be accessed or considered, except by Brookline College to determine whether one of the exceptions listed below applies; will not be disclosed; and will not otherwise be used), regardless of whether they are relevant:

- Evidence that is protected under a privilege recognized by Federal or State law or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality;
- A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless Brookline College obtains that party's or witness's voluntary, written consent for use in its grievance procedures; and
- Evidence that relates to the complainant's sexual interests or prior sexual conduct, unless evidence about the complainant's prior sexual conduct is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude determination that sex-based harassment occurred.

Written Notice of Allegations

Upon initiation of Brookline College's Title IX grievance procedures, Brookline College will notify the parties of the following (for allegations of sex-based harassment, this will be completed to allow for sufficient time for the parties to prepare a response before any initial interview):

- Brookline College's Title IX grievance procedures and any informal resolution process;
- Sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), the conduct alleged to constitute sex discrimination and/or sex-based harassment, and the date(s) and location(s) of the alleged incident(s);
- Retaliation is prohibited;
- (*Sex-based harassment specific*) The respondent is presumed not responsible for the alleged sex-based harassment until a determination is made at the conclusion of the grievance procedures. Prior to such a determination, the parties will have an opportunity to present relevant and not otherwise impermissible evidence to a trained, impartial decisionmaker;

- (*Sex-based harassment specific*) The parties may have an advisor of their choice who may be, but is not required to be, an attorney;
- The parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an accurate description of this evidence (such as through an investigative report). If Brookline College provides access to an investigative report or an accurate description of the evidence, the parties are entitled to an equal opportunity to access the relevant and not impermissible evidence upon the request of any party.
- Brookline College's Student Code of Conduct prohibits knowingly making false statements or knowingly submitting false information during the grievance procedures.

If, in the course of an investigation, Brookline College decides to investigate additional allegations of sex discrimination or sex-based harassment by the respondent toward the complainant that are not included in the written notice provided or that are included in a complaint that is consolidated, Brookline College will notify the parties in writing of the additional allegations.

Dismissal of a Complaint Alleging Sex Discrimination

Brookline College may dismiss a complaint of sex discrimination if:

- Brookline College is unable to identify the respondent after taking reasonable steps to do so;
- The respondent is not participating in Brookline College's education program or activity and is not employed by Brookline College;
- The complainant voluntarily withdraws, in writing, any or all of the allegations in the complaint, the Title IX Coordinator declines to initiate a complaint, and Brookline College determines that, without the complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute sex discrimination under Title IX even if proven; or
- Brookline College determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX. Before dismissing the complaint, Brookline College will make reasonable efforts to clarify the allegations with the complainant.

Upon dismissal, Brookline College will promptly notify the complainant of the basis for the dismissal in writing. If the dismissal occurs after the respondent has been notified of the allegations, then Brookline College will also notify the respondent of the dismissal and the basis for the dismissal promptly following notification to the complainant, or simultaneously if notification is in writing.

Brookline College will notify the complainant that a dismissal may be appealed and will provide the complainant with an opportunity to appeal the dismissal of a complaint. If the dismissal occurs after the respondent has been notified of the allegations, then Brookline College will also notify the respondent that the dismissal may be appealed. Dismissals may be appealed on the following bases:

- Procedural irregularity that would change the outcome;

- New evidence that would change the outcome and that was not reasonably available when the dismissal was made; and
- The Title IX Coordinator, investigator, or decisionmaker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that would change the outcome.

If the dismissal is appealed, Brookline College will:

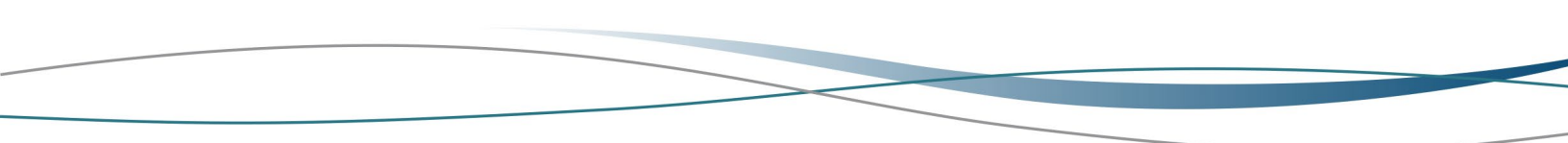
- Notify the parties of any appeal, including notice of the allegations, if notice was not previously provided to the respondent;
- Implement appeal procedures equally for the parties;
- Ensure that the decisionmaker for the appeal did not take part in an investigation of the allegations or dismissal of the complaint;
- Ensure that the decisionmaker for the appeal has been trained consistent with the Title IX regulations;
- Provide the parties with a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and
- Notify the parties of the result of the appeal and the rationale for the result.

When a complaint is dismissed, Brookline College will, at a minimum:

- Offer supportive measures to the complainant as appropriate;
- If the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate; and
- Take other prompt and effective steps, as appropriate, through the Title IX Coordinator to ensure that sex discrimination does not continue or recur within Brookline College's education program or activity.

Dismissal of a Complaint Alleging Sex-Based Harassment

Brookline College may dismiss a complaint if:

- Brookline College is unable to identify the respondent after taking reasonable steps to do so;
 - The respondent is not participating in Brookline College's education program or activity and is not employed by Brookline College;
 - Brookline College obtains the complainant's voluntary withdrawal in writing of any or all of the allegations, the Title IX Coordinator declines to initiate a complaint, and Brookline College determines that, without the complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute sex discrimination under Title IX even if proven; or
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- Brookline College determines the conduct alleged in the complaint, even if proven, would not constitute sex-based harassment under Title IX. Before dismissing the complaint, Brookline College will make reasonable efforts to clarify the allegations with the complainant.

Upon dismissal, Brookline College will promptly notify the complainant in writing of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then Brookline College will notify the parties simultaneously in writing.

Brookline College will notify the complainant that a dismissal may be appealed on the bases outlined in the *Appeals* section of these procedures. If dismissal occurs after the respondent has been notified of the allegations, then Brookline College will also notify the respondent that the dismissal may be appealed on the same bases. If a dismissal is appealed, Brookline College will follow the procedures outlined in the *Appeals* section of these procedures.

When a complaint is dismissed, Brookline College will, at a minimum:

- Offer supportive measures to the complainant as appropriate;
- If the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate; and
- Take other prompt and effective steps, as appropriate, through the Title IX Coordinator to ensure that sex-based harassment does not continue or recur within Brookline College's education program or activity.

Investigation Process for Allegations of Sex Discrimination

Brookline College will provide for adequate, reliable, and impartial investigation of complaints.

The burden is on Brookline College, not on the parties, to conduct an investigation that gathers sufficient evidence to determine whether sex discrimination occurred.

Brookline College will provide an equal opportunity for the parties to present fact witnesses and other inculpatory and exculpatory evidence that are relevant and not otherwise impermissible.

Brookline College will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance.

Brookline College will provide each party with an equal opportunity to access the evidence that is relevant to the allegations of sex discrimination and not otherwise impermissible, in the following manner:

- Brookline College will provide an equal opportunity to access either the relevant and not otherwise impermissible evidence, or an accurate description of this evidence. If Brookline College provides a description of the evidence, it will provide the parties with an equal

opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party;

- Brookline College will provide a reasonable opportunity to respond to the evidence or the accurate description of the evidence; and
- Brookline College will take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. Disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sex discrimination are authorized.

Investigation Process for Allegations of Sex-Based Harassment

Brookline College will provide for adequate, reliable, and impartial investigation of complaints.

The burden is on Brookline College, not on the parties, to conduct an investigation that gathers sufficient evidence to determine whether sex-based harassment occurred.

Brookline College will provide to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all meetings or proceedings with sufficient time for the party to prepare to participate.

Brookline College will provide the parties with the same opportunities to be accompanied to any meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney.

- Brookline College will not limit the choice or presence of the advisor for the complainant or respondent in any meeting or proceeding.
- Brookline College may establish restrictions regarding the extent to which the advisor may participate in these grievance procedures, as long as the restrictions apply equally to the parties.

Brookline College will provide the parties with the same opportunities, if any, to have people other than the advisor of the parties' choice present during any meeting or proceeding.

Brookline College will provide an equal opportunity for the parties to present fact witnesses and other inculpatory and exculpatory evidence that are relevant and not otherwise impermissible.

Brookline College will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance.

Brookline College will provide each party and the party's advisor, if any, with an equal opportunity to access the evidence that is relevant to the allegations of sex-based harassment and not otherwise impermissible, in the following manner:

- Brookline College will provide an equal opportunity to access either the relevant and not otherwise impermissible evidence, or the same written investigative report that accurately summarizes this evidence. If access to an investigative report is provided, the College will further provide the parties with an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party;
- Brookline College will provide a reasonable opportunity to review and respond to the evidence or the investigative report; and
- Brookline College will take reasonable steps to prevent and address the parties' and their advisors' unauthorized disclosure of information and evidence obtained solely through the sex-based harassment grievance procedures.

Questioning the Parties and Witnesses for Allegations of Sex Discrimination


Brookline College will provide a process that enables the decisionmaker to question parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of sex discrimination.

The process includes, but may not be limited to, the following:

- Interview requests will be provided via written request/email and via phone, as appropriate.
- Compliance with interview requests will be emphasized as essential to the investigation, and denials to participate are subject to disciplinary action as per Brookline College policy.
- The complainant(s), respondent(s) and any witness(es) will be treated equitably during any line of questioning, as part of the investigation process.
- Under most, if not all, circumstances, the complainant(s) will be questioned first to gain a comprehensive understanding of the complaint and to help formulate specific questions to pose to the respondent(s) and/or witness(es).
- All parties interviewed will be asked to provide any available evidence/documentation to substantiate their case.
- Parties to the investigation may be questioned multiple times, as needed, to gather sufficient evidence to support a justifiable determination.
- Confidentiality will be maintained to the best of Brookline College's ability, but not so as to impede the investigation or the outcome.

Questioning the Parties and Witnesses for Allegations of Sex-Based Harassment

Brookline College will provide a process that enables the decisionmaker to question parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of sex-based harassment.



Brookline College does not conduct live hearings as part of the investigation process. Brookline College's process for proposing and asking relevant and not otherwise impermissible questions and follow-up questions of parties and witnesses, including questions challenging credibility, will:

- Allow the investigator or decisionmaker to ask such questions during individual meetings with a party or witness;
- Allow each party to propose such questions that the party wants asked of any party or witness and have those questions asked by the investigator or decisionmaker during one or more individual meetings, including follow-up meetings, with a party or witness, subject to the procedures for evaluating and limiting questions discussed below; and
- Provide each party with an audio or audiovisual recording or transcript with enough time for the party to have a reasonable opportunity to propose follow-up questions.

Procedures for the decisionmaker to evaluate the questions and limitations on questions: The decisionmaker will determine whether a proposed question is relevant and not otherwise impermissible before the question is posed and will explain any decision to exclude a question as not relevant or otherwise impermissible. Questions that are unclear or harassing of the party or witness being questioned will not be permitted. The decisionmaker will give a party an opportunity to clarify or revise a question that the decisionmaker determines is unclear or harassing. If the party sufficiently clarifies or revises the question, the question will be asked.

Refusal to respond to questions and inferences based on refusal to respond to questions: The decisionmaker may choose to place less or no weight upon statements by a party or witness who refuses to respond to questions deemed relevant and not impermissible. The decisionmaker will not draw an inference about whether sex-based harassment occurred based solely on a party's or witness's refusal to respond to such questions.

Determination Whether Sex Discrimination Occurred

Following an investigation and evaluation of all relevant and not otherwise impermissible evidence, Brookline College will:

- Use the preponderance of the evidence standard of proof to determine whether sex discrimination occurred. The standard of proof requires the decisionmaker to evaluate relevant and not otherwise impermissible evidence for its persuasiveness. If the decisionmaker is not persuaded under the applicable standard by the evidence that sex discrimination occurred, whatever the quantity of the evidence is, the decisionmaker will not determine that sex discrimination occurred.
- Notify the parties in writing of the determination whether sex discrimination occurred under Title IX including the rationale for such determination, and the procedures and permissible bases for the complainant and respondent to appeal, if applicable;

- Not impose discipline on a respondent for sex discrimination prohibited by Title IX unless there is a determination at the conclusion of the grievance procedures that the respondent engaged in prohibited sex discrimination.
- If there is a determination that sex discrimination occurred, the Title IX Coordinator will, as appropriate:
 - Coordinate the provision and implementation of remedies to a complainant and other individuals Brookline College identifies as having had equal access to Brookline College's education program or activity limited or denied by sex discrimination;
 - Coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions; and
 - Take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within Brookline College's education program or activity.
- Comply with the grievance procedures before the imposition of any disciplinary sanctions against a respondent; and
- Not discipline a party, witness, or others participating in the grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether sex discrimination occurred.

Determination Whether Sex-Based Harassment Occurred

Following an investigation and evaluation of all relevant and not otherwise impermissible evidence, Brookline College will:

- Use the preponderance of the evidence standard of proof to determine whether sex-based harassment occurred. The standard of proof requires the decisionmaker to evaluate relevant and not otherwise impermissible evidence for its persuasiveness. If the decisionmaker is not persuaded under the applicable standard by the evidence that sex-based harassment occurred, whatever the quantity of the evidence is, the decisionmaker will not determine that sex-based harassment occurred.
- Notify the parties simultaneously in writing of the determination whether sex-based harassment occurred under Title IX including:
 - A description of the alleged sex-based harassment;
 - Information about the policies and procedures that Brookline College used to evaluate the allegations;
 - The decisionmaker's evaluation of the relevant and not otherwise impermissible evidence and determination whether sex-based harassment occurred;
 - When the decisionmaker finds that sex-based harassment occurred, any disciplinary sanctions the College will impose on the respondent, whether remedies other than the imposition of disciplinary sanctions will be provided by Brookline College to the complainant, and, to the extent appropriate, other students identified by Brookline College to be experiencing the effects of the sex-based harassment; and

- Brookline College's procedures and permissible bases for the complainant and respondent to appeal.
- Brookline College will not impose discipline on a respondent for sex-based harassment prohibited by Title IX unless there is a determination at the conclusion of the Title IX grievance procedures that the respondent engaged in prohibited sex-based harassment.
- If there is a determination that sex-based harassment occurred, as appropriate, the Title IX Coordinator will:
 - Coordinate the provision and implementation of remedies to a complainant and other individuals the College identifies as having had equal access to Brookline College's education program or activity limited or denied by sex-based harassment;
 - Coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions; and
 - Take other appropriate prompt and effective steps to ensure that sex-based harassment does not continue or recur within Brookline College's education program or activity.
- Comply with the Title IX grievance procedures before the imposition of any disciplinary sanctions against a respondent; and
- Not discipline a party, witness, or others participating in the Title IX grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether sex-based harassment occurred.

The determination regarding responsibility becomes final either on the date that Brookline College provides the parties with the written determination of the result of any appeal, or, if no party appeals, the date on which an appeal would no longer be considered timely.

Appeals of Determinations for Sex Discrimination

The College provides both parties with the opportunity to appeal a determination made regarding responsibility on the following bases:

- An irregularity or irregularities which affected the outcome of the matter;
- New evidence which was not reasonably available at the time the determination regarding responsibility was made which could affect the outcome of the matter;
- An individual or individuals involved in the resolution process and/or hearing (Title IX Coordinator, investigator, decision-maker, etc.) had a conflict of interest or bias for or against the complainant(s) or respondent(s) which affected the outcome of the matter.

In addition to the above-listed bases, the College may offer an appeal equally to both parties based on additional factors, as applicable.

Regarding all appeals, the College will:

- Notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties;

- Ensure that the decision-maker(s) for the appeal is not the same decision-maker(s) who reached the initial determination regarding responsibility;
- Ensure that the decision-maker(s) for the appeal complies with all of the procedures as set forth in this section;
- Provide both parties with a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome;
- Provide a written decision simultaneously to both parties describing the appeal results and the rationale for the decision.

This appeals process is, at a minimum, the same as Brookline College offers in all other comparable proceedings, including proceedings relating to other discrimination complaints.

Appeals of Determinations for Sex-Based Harassment

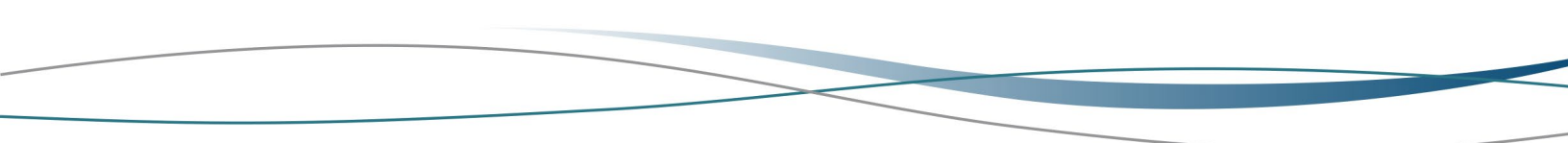
Brookline College will offer an appeal from a dismissal or determination whether sex-based harassment occurred on the following bases:

- Procedural irregularity that would change the outcome;
- New evidence that would change the outcome and that was not reasonably available when the determination or dismissal was made; and
- The Title IX Coordinator, investigator, or decisionmaker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that would change the outcome.

If a party appeals a dismissal or determination whether sex-based harassment occurred, Brookline College will:

- Notify the parties in writing of any appeal, including notice of the allegations, if notice was not previously provided to the respondent;
- Implement appeal procedures equally for the parties;
- Ensure that the decisionmaker for the appeal did not take part in an investigation of the allegations or dismissal of the complaint;
- Ensure that the decisionmaker for the appeal has been trained consistent with the Title IX regulations;
- Communicate to the parties in writing that Brookline College will provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and
- Notify the parties in writing of the result of the appeal and the rationale for the result.

Any additional procedures or bases for appeal Brookline College offers will be equally available to all parties.



Informal Resolution

In lieu of resolving a complaint through Brookline College's Title IX grievance procedures, the parties may instead elect to participate in an informal resolution process. Brookline College does not offer informal resolution to resolve a complaint when such a process would conflict with Federal, State, or local law.

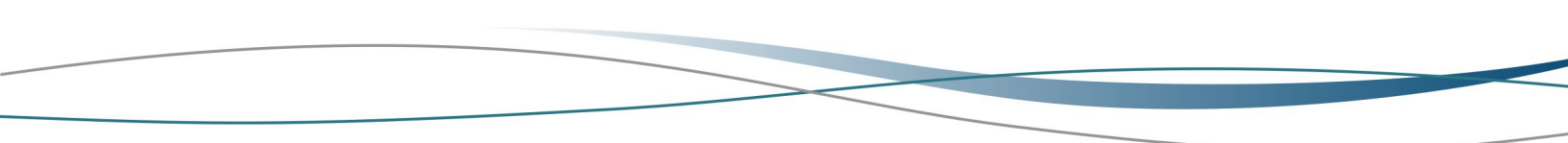
For sex-based harassment allegations, Brookline College will inform the parties in writing of any informal resolution process it offers and determines is appropriate, if any. Before the initiation of an informal resolution process, Brookline College will explain in writing to the parties:

- The allegations;
- The requirements of the informal resolution process;
- That any party has the right to withdraw from the informal resolution process and initiate or resume grievance procedures at any time before agreeing to a resolution;
- That if the parties agree to a resolution at the end of the informal resolution process, they cannot initiate or resume grievance procedures arising from the same allegations;
- The potential terms that may be requested or offered in an informal resolution agreement, including notice that an informal resolution agreement is binding only on the parties; and
- What information Brookline College will maintain and whether and how Brookline College could disclose such information for use in Title IX grievance procedures if such procedures are initiated or resumed.

Supportive Measures

Brookline College will offer and coordinate supportive measures as appropriate for the complainant and/or respondent to restore or preserve that person's access to Brookline College's education program or activity or provide support during the College's Title IX grievance procedures or during the informal resolution process. Supportive measures may vary depending on what the College deems reasonably available, and supportive measures will never be imposed for punitive or disciplinary reasons. Brookline College will not disclose information about any supportive measures to individuals other than the individual to whom they apply, including informing one part of supportive measures provided to another party, unless necessary to provide the supporting measure or restore or preserve a party's access to the education program or activity.

For complaints of sex discrimination and sex-based harassment, these supportive measures may include:

- Referrals to external counseling;
 - Extensions of deadlines and other course-related adjustments;
 - Campus escort services;
 - Increased security and monitoring of certain areas of the campus;
 - Restrictions on contact applied to one or more parties;
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- Leaves of absence;
- Changes to class schedules; and/or
- Training and education programs related to sex discrimination and/or sex-based harassment.

Brookline College may, as appropriate, modify or terminate supportive measures at the conclusion of the grievance procedures. A complainant or respondent will be provided with a timely opportunity to seek, from an appropriate and impartial College employee, modification or reversal of the College's decision to provide, deny, modify or terminate supportive measures applicable to them.

Disciplinary Sanctions and Remedies

Following a determination that sex discrimination and/or sex-based harassment occurred, Brookline College may impose disciplinary sanctions and/or remedies, which may include student conduct advising sessions, probation, requirement to attend sex discrimination and/or sex-based harassment training, and/or removal from the College's education program.