

NORTH
BENNET ST.
SCHOOL

AN EDUCATION IN CRAFTSMANSHIP

2025-2026
STUDENT
HANDBOOK

February 2026

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ABOUT THE HANDBOOK

Purpose of the Handbook

The North Bennet Street School Handbook provides essential information about the School and its policies, and other information that is useful to students.

Use of the Handbook

This handbook is for information purposes only and does not constitute a contract, agreement, or any form of legally binding commitment, whether expressed or implied, between North Bennet Street School and its students.

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ABOUT NORTH BENNET STREET SCHOOL (NBSS)

Mission

North Bennet Street School's mission is to train students for careers in traditional trades that use hand skills in concert with evolving technology, to preserve and advance craft traditions, and to promote greater appreciation of craftsmanship.

The School's intensive, hands-on training helps students from around the world to achieve meaningful lives and livelihoods. We encourage individual growth and curiosity, along with technical mastery and a commitment to excellence.

History

NBSS was founded in 1881 as North Bennet Street Industrial School. Our founding mission was to enable immigrants to adjust to their new country by learning the skills needed for gainful employment.

In the past, we've offered a variety of vocational training courses, such as pottery, printing, sewing, sheet metal work, and watch repair. Though our programs may have changed, we retain our core commitment to train individuals for employment using time-honored methods and skills.

Since its founding, NBSS has contributed to the character of Boston as a city that cares about its neighborhoods, the education of its citizens, and the vibrancy of its culture. Through various social services, like childhood education, recreational activities, and pre-vocational and trade training, we've helped generations of Boston's immigrants make productive lives in their new homeland.

Sloyd

Pauline Agassiz Shaw, the School's founder, was a visionary educator and supporter of the "Sloyd" system of manual training. This Swedish method focuses on the development of character, intellectual capacity, and hand skills, which includes an understanding of tools, materials, and processes. It also encourages a great sense of care and a commitment to excellence. Ultimately, the method seeks to teach the "whole person" how to make a living and how to lead a fuller life. Today, the philosophy of Sloyd remains at the heart of the School.

Institutional Values

As the cornerstone of North Bennet Street School, our Values guide all that we do and embody the essence of who we are as an institution. Rooted in a deep commitment to craft and trade education, we dedicate ourselves to providing an exceptional learning environment that equips our students with the skills, knowledge, and expertise needed for success.

We enrich our educational experience by fostering an inclusive environment that embraces and respects diverse perspectives and talents. We are committed to providing equitable access to quality education, supporting self-actualization and progressive growth for all.

Ultimately, our Values support and reflect the School's mission: to train students for careers in traditional trades that use hand skills in concert with evolving technology, to preserve and advance craft disciplines, and to promote a greater appreciation of craftsmanship. More detailed explanation of our values is available in [Appendix V](#).

Notices

Policy of Non-Discrimination

In accordance with Titles IV, VI, and VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, the Americans with Disabilities Act, and other applicable federal, state, and local laws, NBSS prohibits discrimination on the basis of race, color, national or ethnic origin, age, religion, disability, sex (including pregnancy, sexual orientation, or gender identity), military or veteran status, or any other legally protected characteristic in the administration of its educational programs, admissions policies, employment, financial aid, and other school-administered programs and activities. Additionally, in accordance with Title IX of the Education Amendments of 1972 and other applicable federal, state, and local laws, NBSS prohibits discrimination on the basis of sex in the administration of its educational programs and admissions policies. Additionally, in accordance with Title IX of the Education Amendments of 1972 and other applicable federal, state, and local laws, NBSS prohibits discrimination on the basis of sex in the administration of its educational programs and admissions policies.

Even as federal, state, and local policies are shifting, NBSS maintains steadfast support for the rights and dignity of all individuals—as it has since its founding in 1881. Further information about this policy and its implementation can be found in the “[Rights and Responsibilities](#)” section of this handbook beginning on page 9.

SCHOOL ORGANIZATION

Board of Directors

North Bennet Street School is a non-profit school run by a Board of Directors, which meets as a full group several times a year to make financial and policy decisions, which are recommended to it by sub-committees. The Board is the final body to which an appeal from a student is addressed and is the final authority in the School.

Go to www.nbss.edu/about/people/board for a current list of the Board of Directors.

Accreditation

North Bennet Street School is accredited by the Accrediting Commission of Career Schools and Colleges.

Schools accredited by the Accrediting Commission of Career Schools and Colleges must have a procedure and operational plan for handling student complaints. If a student does not feel that the school has adequately addressed a complaint or concern, the student may consider contacting the Accrediting Commission. All complaints reviewed by the Commission must be in written form and should grant permission for the Commission to forward a copy of the complaint to the school for a response. This can be accomplished by filing the ACCSC Complaint Form. The Complainant(s) will be kept informed as to the status of the complaint as well as the final resolution by the Commission. Please direct all inquiries to

Accrediting Commission of Career Schools & Colleges (ACCSC)
2101 Wilson Blvd., Suite 302
Arlington, VA 22201
(703) 247-4212

www.accsc.org | complaints@accsc.org

A copy of the Commission’s Complaint Form is available at the School and may be obtained by contacting complaints@accsc.org or at <https://www.accsc.org/Student-Corner/Complaints.aspx>

MA Division of Occupational Licensure

The School is licensed by the Massachusetts Division of Occupational Licensure’s Office of Private Occupational Schools, 1000 Washington St., 7th Floor, Boston, MA 02118. Any comments, questions, or concerns about the School’s license should be directed to:

occupational.schools@mass.gov or
617-701-8719.

Administrative Staff & Faculty

Please email staff to schedule an appointment.

Administrative Staff

President

Overall management/responsibility for implementation of Board policy. Overall management of the School. Financial management and supervision of all personnel.

Dr. Sarah Cunningham
president@nbss.edu

Provost

Overall management/responsibility for academics, career training programs, and faculty.

Claire Fruitman, CF '96
cfruitman@nbss.edu

Executive Assistant

Supports the President, Board of Directors and Board of Advisors, manages events and rentals. Notary Public.

Marcia Michelson
mmichelson@nbss.edu

Academic Administrator

Supports faculty, manages academic records and information for full-time students and alumni.

Nathan Mohney, PT '22, PA '23
nmohney@nbss.edu

Director of Student Support & Career Services

supporting students with coaching, wellness, community resources, career readiness, retention.
Esther Tutella-Chen
etchen@nbss.edu

Office of Admissions

Recruitment, application process & evaluation, and enrollment support for full-time programs.

Director of Admissions & Enrollment

Rob O'Dwyer
rodwyer@nbss.edu

Associate Director of Admissions

Sharon Scully Stetson
sstetson@nbss.edu

Business Office

Student billing and accounts. School financial records.

Controller

Gayle Magazzu
gmagazzu@nbss.edu

Business Office Support

Student billing and account questions
Rob Solomon, CF '25
rsolomon@nbss.edu

Accounts Payable

Jessie Rivera
jrivera@nbss.edu

Financial Aid

Financial aid administration, grants, scholarships, veterans, and international student assistance.

Director of Financial Aid

James Dergay
jdergay@nbss.edu

Marketing & Communications

Social media, photography, publications, public relations, and advertising.

Interim Director of Marketing and Engagement

Barbara Rutkowski
brutkowski@nbss.edu

Development

Fund-raising, including annual fund and special projects.

Director of Development

Colleen Walsh Powell
cwpowell@nbss.edu

Director of Institutional Support

Annie Hayes
ahayes@nbss.edu

Development Coordinator

Nicki Downer
ndowner@nbss.edu

Store and Gallery

Retail store supplementing student tools, featuring alumni works, and School merchandise.

Retail & Exhibit Manager

Kristen Odle-Devine
kodle@nbss.edu

Community Education

Schedules, manages, and administers Community Education and Youth programs.

Director of Community Education

Brittany Carlson
bcarlson@nbss.edu

Community Education Technician

Bob Miller, CF '11
bmiller@nbss.edu

Interim Community Education Coordinator

Marcia Michelson
mmichelson@nbss.edu

Front Desk/Reception

Manages front desk, visitors, calls, mail, distributes MBTA passes, office supplies, and first aid supplies.

Receptionist

Marlow Penree
frontdesk@nbss.edu

Facilities

Building maintenance, health and safety, security, and IT. Material safety data sheets.

Director of Facilities and Technology

Marc Dreyfus
mdreyfus@nbss.edu

Facilities Coordinator

TBA

Building Maintenance

Ronald Santos
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Faculty

Bookbinding

Jeff Altepeter BB '99, Department Head
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Martha Kearsley BB '95, Instructor
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India Patel BB '24, Teaching Assistant
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Cabinet & Furniture Making

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Alana Schwartz CF '25, Teaching Assistant
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Carpentry

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Locksmithing & Security Technology

Rick Hendricks LK- Department Head
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Jewelry Making & Repair

Tracey Jenkins Darji JM '05, Department Head
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Haley Filamond JM '20, Instructor
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Isabelle Schmit JM '26, Teaching Assistant
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Preservation Carpentry

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Michael Burrey, Instructor
mburrey@nbss.edu

Tom Eldridge PC '21, Instructor
teldridge@nbss.edu

Piano Technology

Emily Townsend PT '07, PA '08, Department Head
etownsend@nbss.edu

Will Roper PT '19, Instructor
wroper@nbss.edu

Alex LaCava, Instructor
alacava@nbss.edu

Harrison Applegate-Blitch PT '23, PA '24 Teaching Assistant
happlegate@nbss.edu

Violin Making & Repair

Roman Barnas, Department Head
rbarnas@nbss.edu

RIGHTS & RESPONSIBILITIES

Code of Student Conduct

NBSS is committed to creating and maintaining an equitable environment in which all members of the NBSS community are treated with respect and dignity. All NBSS faculty, staff, and students are expected to act in accordance with this principle.

While in school, you will be safely working in close quarters with others. You may or may not become friends with all of your classmates. You will discover differences of opinion and differences in lifestyle among your fellow students. Broadening your understanding of your future colleagues in the trades is necessary for you to have a successful NBSS experience.

We understand the differences and diversity of our experiences include, but are not limited to, race, class, gender identity and expression, sexual orientation, national or ethnic origin, faith, religion, military or veteran status, and mental and physical ability.

As a member of the North Bennet Street School community, you will:

- Behave in a safe, mature, courteous, considerate, and responsible manner while on-campus, off-site, or during any virtual learning.
- Never exhibit or be complicit in disruptive, discriminatory, harassing, or bullying behavior.
- Abide by any CDC, federal, state, local, and school health and safety guidelines related to respiratory illnesses.
- Act civilly, if and when disagreement occurs.
- Be mindful about and never use words, phrases, and actions that may be offensive to others.
- Respect others, their property, their opinions, and their work.
- Be on time for class.
- Arrive at school each day prepared to work.
- Be mentally present at all times.
- Set realistic goals and follow through.

- Ask for help.
- Read the Student Handbook and adhere to all School policies.
- Report any incidents of unethical, unsafe, or hateful conduct to a faculty or staff member.

School Culture

In keeping with North Bennet Street School's mission and history and as leaders and stewards in craft and trade education, NBSS dedicates itself to fostering a welcoming environment throughout our school, community, and in the fields we serve. To engage the whole person, we must support the whole person.

We are committed to continuously cultivating and maintaining a welcoming community where individual differences are expected, supported, respected, and valued. We embrace our obligation to improve our institution's culture, strengthen our partnerships, and positively impact the future of the industries for which we train.

This work is necessary for the School to advance trade and craft traditions and contribute to the change we hope to see in our communities. We recognize that structural social barriers are a part of all organizations, and only through work by everyone, will greater change be made. Therefore it is our responsibility to eliminate barriers to access and acceptance, and to expand opportunities to pursue a livelihood free from disrespectful behavior, harassment, and discrimination.

The School Community

NBSS works best when everyone involved understands that their own welfare is best served by thinking and acting as a member of a community. This involves cooperation, courtesy, concern for the rights of others and respect for their achievements and hopes, protection of the School and its property, and safety in the use of machines. We expect that everyone at NBSS will accept these rights and responsibilities.

Instructors are responsible for safety and security in departmental classrooms and shops. If you need to speak to someone in another program please check in with an instructor in the program you're visiting. If you need to borrow a tool from another program, your instructor should go with you to make an introduction and the request.

Problems and Solutions

If you have complaints about behavior or about conditions at the School, we urge you to seek a remedy as soon as you can with the person or persons involved. Your instructor is the most helpful source for advice and help in this matter. You may feel more comfortable talking about this with the Director of Student Support & Career Services, the Provost, or another staff member. At the request of anyone involved, the discussions may include the President.

We will make every attempt, by discussion and negotiation, to help you find a solution or correct the condition. If this process does not answer your complaint, you have the right to file a written grievance as outlined in

[Appendix I](#).

Academic Adjustments for Students with Disabilities

Any student who is in need of a service, academic adjustment, or auxiliary aid should contact the Provost, who is the designated Auxiliary Aid & Academic Adjustment Coordinator, to make such a request. The Coordinator is committed to working with the student to arrive at a workable resolution to a student's particular needs. If a student utilized an Individualized Education Plan (IEP) at a previous learning institution and wishes to maintain the same or similar understanding at North Bennet Street School they must request accommodations. Their previous IEP will not "carry over" to their time of instruction at NBSS without a formal request. A full statement of the NBSS Policies and Procedures for Disabled Persons is found in [Appendix B](#).

Harassment and Hazing

NBSS is committed to maintaining an environment in which all participants at NBSS are treated with respect and dignity. All NBSS staff, faculty, and students are expected to act in accordance with this commitment.

Harassment or discrimination of anyone within the NBSS community on any protected basis, including race, religion, sex, national or ethnic origins, shared ancestry, sexual orientation, sex characteristics, pregnancy or related conditions, gender identity, veteran status, disability, or any other protected category is detrimental to the mission of NBSS and will not be tolerated.

Different forms of discrimination may be addressed in different ways, per federal and/or state law. NBSS' procedure to respond to sexual misconduct is found in [Appendix C](#). All other forms of discrimination or harassment based on a protected category are considered under the process for responding to harassment, which is found in [Appendix I](#).

Under Massachusetts law and the federal Stop Campus Hazing Act, it is also illegal to participate in hazing. Hazing includes any intentional, knowing, or reckless act or conduct that endangers the physical or mental health of another person or creates a risk of physical or psychological injury of another person in connection with initiation into, affiliation with, or maintenance of membership in a student organization regardless of location or consent of participants. It is also illegal to fail to report incidents of hazing. A copy of Massachusetts General Laws, Chapter 269, Sections 17, 18, and 19 and NBSS' disciplinary policy are in [Appendix K](#).

Family Educational Rights Privacy Act (FERPA)

In the course of application, enrollment, and attendance at North Bennet Street School, the School accumulates a number of records concerning an individual. Federal law governs the handling of this information under the

FERPA law. NBSS makes every effort to maintain the confidentiality of all student records and personal information. The full text of the NBSS statement in compliance with this law can be found in [Appendix D](#) of this handbook.

STANDARDS FOR SATISFACTORY PERFORMANCE AND PROGRESS

Accreditation

North Bennet Street School is accredited by the Accrediting Commission of Career Schools and Colleges (ACCSC). The ACCSC is listed with the U.S. Department of Education as a nationally-recognized accrediting agency under the provisions of Chapter 33, Title 38, U.S. Code, and subsequent legislation. The accreditation confirms that NBSS meets an extensive set of training standards applied to post-secondary trade and technical schools throughout the United States. The Accrediting Commission has a directory which lists NBSS and other accredited schools. For more information, visit www.accsc.org.

Grading and Records

Students are graded on performance, progress, and effort each month.

- **Performance** is based on assigned practical projects and written tests.
- **Progress** is based on overall effort, speed, and advancement.
- **Effort** is based on attendance and commitment to gaining the most from the program.

Grades are handed out at regular intervals throughout the year. Grades are recorded monthly on a permanent record card which is retained in each student's file. A student may request a copy of this record. Students are graded as follows:

Letter Grade:

E = Excellent

G = Good

F = Fair

P = Poor

U = Unsatisfactory

Grade Point Average (GPA):

E	4.0
E -	3.7
G +	3.3
G	3.0
G -	2.7
F +	2.3
F	2.0
F -	1.7
P +	1.3
P	1.0
P -	0.7
U	0.3

Professionalism

In each of the grading categories, professionalism is considered. Professionalism includes your competence, experience, and composure, as well as comportment. The definition of professional is: being distinguished from an amateur in standing, practice, and methods. Along with training you in your craft, we expect you to be professional in appearance, attitude, hygiene, and work ethic in the classroom, at your bench, and on field trips or outings.

Attendance

When students are absent they miss instruction and practice. Instructors must work to catch them up later which takes time away from instruction for the rest of the class. NBSS understands that occasionally, students fall ill or have to deal with circumstances beyond their control, but multiple days and weeks of tardiness and/or absences are very frustrating for both the instructor and other students. More importantly, it is impossible for students to move forward and complete the program if they are not here or frequently tardy.

Attendance is recorded, becoming part of a student's permanent record and is documented on their transcript. All students must check in with their instructor upon arrival to make sure they are counted as

present even after using their school ID to tap in at the front desk. All absences must be excused. Absences are not encouraged and should be used only for illness or emergencies. However, students should **not** come to school if they are feeling ill or showing signs or symptoms of illness. It is important that in the case of any absence, students communicate with the front desk or their instructor. Students are expected to phone the School on the day of an absence and speak to or leave a message for the Receptionist. Students must meet the following minimum attendance standard: 85% of the time in the first enrollment period, and, for courses longer than nine months, 85% by the midpoint of the course. Students must complete 90% of the program time for graduation. Students having difficulty meeting the attendance minimums due to issues with COVID-19 or other illnesses should contact their instructor who will notify the Provost.

Students are expected to be in class at the scheduled time and stay all day. A student is tardy if they are more than ten minutes late for the scheduled class. More than one hour late is considered an absence. Leaving early is the same as a tardy. A pattern of tardiness is not acceptable. Tardiness and leaving early are accumulated and counted as absences at a rate of 3:1 (3 tardies = 1 absence).

In the case of excessive absences a student in good standing who has communicated an acceptable reason(s) may appeal to extend the training time if there is room in the course. The extra time is paid for at the current tuition rate.

We are educating you for employment and, for future employers, your attendance record at NBSS translates to reliability during employment. Treat your time at School as if it is your job, arriving on-time (or early), communicating with us if you are having trouble getting here, and working hard.

Class cancellation due to inclement weather will not affect a student's attendance record.

Absences

An absence from scheduled class activity is an absence, regardless of the reason, and the student has missed class and practice time. If a student is absent from class more than 10% of the time, regardless of the reason, there must be a compelling reason for the student to continue. Consequently, “excused absences” and the reasons for them are the basis for deciding whether or not a student can make up time. Regardless of “excuses,” a diploma or certificate will be awarded only to a student who has completed 90% or more of the class time.

Excused Absences

If a student is out of the building or away from class on School-related business, e.g. picking up materials, dealing with a class-related job or job interview, they are not counted as Absent or Tardy, but must still communicate with the School as to their whereabouts.

If a student is sick or dealing with an unavoidable appointment and notifies the instructor in a timely fashion (normally early on or before the day of the absence), the instructor may call it an “Excused Absence.” However, it is still an absence. The number of “Excused Absences” will be considered if a student requests an extension. All other reasons for absence are not excusable.

Graduation Requirements

Candidates for a diploma or certificate must complete the entire course curriculum and earn a minimum ‘Fair’ (2.0) grade overall. During the course, students must meet this minimum cumulative standard: at least Poor (1.0) by the end of the first 25% of the program, and Poor+ (1.3) by the midpoint of the program. [See Appendix W: Satisfactory Academic Progress](#)

The maximum time frame in which a student may earn a diploma or certificate shall not exceed 1.5 times the normal duration of the program length. You must speak to your instructor about the possibility and

requirements of this extension of time. Any time out of class that is the result of withdrawal, leave of absence, suspension or termination will not be counted as part of the maximum time frame.

Students must fulfill all obligations to the School, including academic, financial and attendance requirements to receive a diploma. Graduation ceremonies normally occur once a year in spring (late May or early June), at which time diplomas and certificates are awarded. Upon request, students from a mid-year cohort who are completing graduation requirements at mid-year may receive a diploma before the spring graduation ceremony.

Remote Learning

If and when necessary, participation during remote learning is required and will count toward program completion.

Academic Probation and Appeals

A student who receives an “Unsatisfactory” monthly grade or who fails to meet the minimum Performance grade for graduation (above) will be notified. A student whose grades are “Unsatisfactory” for more than one month beyond being informed of Unsatisfactory Performance will be subject to termination. A student whose grades do not meet the minimum standard will also be subject to dismissal.

A student who is subject to termination for unsatisfactory grades may appeal in writing to the Provost for a probationary period during which they will be allowed to attain passing grades. Such an appeal will be considered on the basis of illness, death in the family, or other unusual circumstances beyond the student’s control. During this probationary period the student must attain satisfactory grades (“Fair” or above) each month. A student will be reinstated to full status after they have received satisfactory grades for two consecutive months. A student may appeal in writing to the Provost for an extension of

training:

- To bring monthly grades to “Fair” (2.0) for receipt of a diploma.
- To make up training time lost due to excused absences.
- To complete required projects.

All decisions of the Provost may be appealed to the President, whose decision will be final.

Termination

The School reserves the right to terminate any student who fails to maintain passing grades; is excessively absent or tardy; fails to pay tuition; maliciously damages School property (the student will be held liable for damages); engages in unlawful or improper conduct or conduct contrary to the best interest of the School and its students, or any conduct that reflects discredit upon the School; demonstrates disruptive behavior; or fails to comply with established safety procedures while in a workshop, on a remote work site, or in a classroom.

No refund is granted for time when a student is suspended. The School’s [Refund and Cancellation Policy](#) (page 17) applies in the case of terminations. A student may appeal a suspension or termination in writing to the President for final determination. After termination, a student may apply for readmission to a program if 1) there is room in the program, and 2) there is evidence of a change in attitude or conditions that caused the original termination.

Withdrawal

A student may withdraw from a program at any time by notifying the Provost. The effective date of termination or withdrawal shall be the date the student’s enrollment was terminated by the School, the date the School was notified by the student that they were withdrawing, or the date the student was determined by the School to be withdrawn due to absences, in lieu of notice being given. The student will be responsible for

tuition/expenses in accordance with the School's [Refund and Cancellation Policies](#) (page 17).

Leave of Absence

A student is expected to complete the program as scheduled. When unusual and unanticipated circumstances require interruption of the normal schedule, a student may request a leave of absence in writing. At the discretion of the School, a student may be granted leave for a period of up to 30 days. Normally, only one leave is considered during a student's tenure. If a student must withdraw from a program for a period longer than 30 days they may apply for re-admission when an opening is available. A student must request re-admission at least 90 days in advance of their desired date of return. Upon return from a leave longer than 30 days the tuition rate will be the same as the rate charged to new students entering at that time. If a student does not return from a leave of absence the normal [Refund and Cancellation Policy](#) (page 17) will apply.

Notes on Leaves of Absence

- Leaves of absence are reserved for the unanticipated and unavoidable health or family circumstances that can be solved in a short time, normally one month or less.
- The School will consider granting leaves longer than 30 days that may be required because of a student's disability.
- Other reasons for leaving a program, such as needing to earn money, will require withdrawal and application for re-admittance when openings occur and at the tuition rate in effect at the time of return.
- Taking time off could trigger repayment of student loans to begin. Contact the Director of Financial Aid with questions or your student loan servicer or lender to find out their policy.
- Depending on where a student is in the program when a leave of absence takes

place and how long the leave lasts, they may, at the discretion of the Provost and Department Head, be placed back at the beginning of the program when returning from a leave of absence.

School Communications

Students are communicated with in a variety of ways including email, and occasionally text messages, especially for weather-related cancellations or delays. **Students are responsible for reading communications sent by the School and knowing the information contained within those communications.** Please ensure that your contact information—this includes physical address as well as email and cell phone number—is up to date so that you do not miss important communications. If you need to update your information, contact the Academic Administrator.

Student ID Agreement

All students are issued identification cards at the beginning of the program. ID cards are used to track attendance and may be used for student discounts.

Students are responsible for the care of their ID card and to guarantee that they will not loan, transfer, give possession of, misuse or alter the card. ID cards may not be punched or exposed to magnetic surfaces. If you lose your ID card, report the loss to the Front Desk or Academic Administrator. A single replacement of a student ID will be granted at no charge. All following replacements will be subject to a \$20 charge at the school's discretion.

FINANCIAL INFORMATION

Tuition Payment and Collection

A student's Registration Fee (\$150), Down Payment (amount as noted in Enrollment Agreement), and signed Enrollment Agreement are due at NBSS no more than thirty (30) business days from the date of the Acceptance Letter. The Letter is sent via email

so that the student is notified on the date of the Acceptance Letter.

For students who receive their Acceptance Letter less than thirty (30) days before the start of the enrollment period, the Registration Fee, Down Payment, and signed Enrollment Agreement are due no later than the start date of the enrollment period. For students who receive an Acceptance Letter after the start date of the enrollment period, the Registration Fee, Down Payment, and signed Enrollment Agreement are due on the applicant's first date of attendance. In certain circumstances, students receiving funding from third party sources will not be expected to pay the Registration Fee and Down Payment as described above.

The first month's tuition installment is due on or before the first day of classes. Subsequent tuition payments are due on or before the first day of each month during the academic year. Students are typically sent a statement in the preceding month to remind them of the payment. Be sure to notify the Business Office if bills should be sent to an address other than yours. Tuition payments may be made by mail, by direct payment in the Business Office, or through the online [NBSS ePayment Portal](#) at nbss.edu.

If a tuition account balance becomes more than thirty (30) days delinquent, the student may be suspended from attending class until balance is paid. Any balance due must be paid in full before a student may return for a new term. Students having a balance greater than \$5,000 are not permitted to participate in graduation activities. Students having any balance will not receive their diploma/certificate until the balance is paid in full.

Payment plans must be negotiated with the Business Office before an account becomes thirty (30) days delinquent. When using a payment plan, all payments must be made in a timely manner as agreed upon. If a payment is one week late, the payment plan is null and void and all back tuition becomes due immediately. If payment is not made, the

student may be terminated from NBSS. No late fees will be imposed in the case of Veterans awaiting tuition payments from the Department of Veterans Affairs.

NOTE: NBSS reserves the right to increase tuition in the second and subsequent years of a program. If the School does increase tuition for a program in subsequent years, that increase will not exceed 7.5% of the previous year's tuition. Should the School exercise its right to increase tuition, the School must give the student a minimum of 90 days written notice prior to the effective dates of the increase and an amendment to the original Enrollment Agreement will be executed.

Financial Aid

Financial aid at NBSS may come from Federal, institutional and/or third party sources. Both Congress and the Legislature of the Commonwealth of Massachusetts have stated that parents and students are responsible for paying the costs of education if they are able. This ability to afford the cost is determined by analyzing family resources, including the parents' income and assets, if the student is under 24 years of age. The process of "need analysis" requires you and/or your parents to complete the Free Application for Federal Student Aid (FAFSA) for each year of enrollment. If necessary, the Financial Aid Office may request additional information to complete your financial aid application. For questions, see the Director of Financial Aid or the [Financial Aid section on the School's website](#).

Student Financial Aid Satisfactory Academic Progress (SAP) Policy

As outlined in Federal regulations "Satisfactory Academic Progress (SAP)" 34 CFR 668, the school will follow the procedure in monitoring student SAP toward program completion within 150 percent of the published length of the program and in determining eligibility for Federal Student Aid (FSA) funds.

I. SAP Monitoring - The Provost reviews SAP for all enrolled students at the end of each enrollment period (twice per year). As grading is performed on a monthly basis, programs beginning in September and February, with a 9-month academic year will be assessed for September through January and for February through May. Violin Making & Repair (a 10-month academic year) will be assessed for September through January and for February through June.

SAP will be measured qualitatively and quantitatively based on the following assessment criteria:

Qualitative assessment: For each grading period, students are assessed based on the system stated in the Grading and Records Policy in this Handbook.

The monthly grades are converted into a GPA at the end of each enrollment period to be used in SAP evaluations. Students must maintain a GPA of 1.7 or higher in each enrollment period to meet the qualitative measurement of SAP.

Quantitative assessment: Students must maintain attendance of 85% or higher for enrollment periods in the first half of their program (midpoint). After the midpoint, students must maintain cumulative attendance of 90% or higher through the completion of the program.

Students in Violin Making & Repair must maintain attendance of 85% or higher for enrollment periods in the first academic year. After the first academic year, these students must maintain cumulative attendance of 90% or higher through the completion of the program.

Attendance is tracked on a daily basis including tardies. Excused absences, unexcused absences, and tardies will be included in the quantitative measurement. Tardies are converted on a 3:1 ratio (3 tardies = 1 absence).

II. Financial Aid Warning - The Provost notifies the Director of Financial Aid of any students in violation of SAP standards. The Director of Financial Aid notifies students in writing that they have received a financial aid warning for their next period of enrollment. FSA eligibility is reinstated for such students for one term.

The Provost communicates with such students to outline the steps required of them to meet SAP standards in the next enrollment period, including any necessary tutoring or make-up work. The student and Provost meet during the enrollment period to assess the student's progress toward SAP as needed.

Students failing to meet SAP standards after receiving a financial aid warning, lose FSA eligibility. The Director of Financial Aid provides such students with written notification of their status and the process for appeal.

III. Appeal and Financial Aid Probation - Students who fail to meet SAP standards and have lost FSA eligibility may appeal to the school for reinstatement of aid eligibility for an additional enrollment period.

SAP appeals must be submitted in writing to the Director of Financial Aid. An SAP Appeals Committee will review the appeal to determine whether or not the student should regain FSA eligibility on a probationary basis.

The Director of Financial Aid notifies students of the committee's decision in writing. The Provost meets with such students to outline the steps required of them to meet SAP standards in the next enrollment period, including any necessary tutoring or make-up work. The student and Provost will meet during the enrollment period to assess the student's progress toward SAP as needed. A student who fails to meet SAP at the end of the period of probation loses FSA eligibility.

IV. Regaining SAP and Aid Eligibility - Students found to be in compliance with the schools SAP standards following a period of probation regain eligibility for FSA funding.

2025–2026 Financial Aid Disbursement Dates

Fall 2025

New and continuing students, all programs
Monday, September 8, 2025

Spring 2024

New and continuing students, 9-month programs
Tuesday, January 20, 2026

New and continuing students, Violin Making & Repair

Monday, February 2, 2026

Disbursement dates are the date that federal Title IV financial aid, NBSS grants and scholarships, and certified private loans disburse to the School and are posted to student accounts. It is not the day that students will receive a refund check from the NBSS Business Office. When financial aid disbursement results in a credit balance on a student's account, refund checks will be available approximately one week after students have reviewed their refund and signed any necessary authorizations.

Cancellation and Refund Policies

These policies will apply to students who withdraw, are dismissed, or otherwise terminate enrollment. The NBSS Cancellation and Tuition Refund Policies comply in all respects with M.G.L. Chapter 255, Section 13K.

If a student's enrollment is canceled, arrangements must be made for personal tools to be picked up within 90 days of the date of determination, unless special arrangements have been made.

NBSS Cancellation Policy

Terminations which take place under any of the following scenarios will result in a cancellation of the Enrollment Agreement:

1. If the student terminates the Enrollment Agreement within five (5) days of signing and before the first day of the program start

date, they will receive a refund of all monies paid.

2. If the student terminates the Enrollment Agreement more than five (5) days after signing the Enrollment Agreement and before the first day of their program, they will be responsible for the actual reasonable administrative costs incurred by the School to enroll them and process the application materials, which shall be fifty dollars (\$50.00).
3. If a student starts their program without a prior visit to the School, this Agreement may be terminated within the first five (5) days of the student's program with a full refund of tuition paid less actual reasonable administrative costs incurred by the School, as described in paragraph 2 above.
4. Pursuant to 230 CMR 15.04, you have the right to cancel this Enrollment Agreement before the completion of five (5) class days or 5% of the program, whichever occurs first, and to receive a full refund of monies paid, less actual reasonable administrative costs, which shall be fifty dollars (\$50.00).
5. If the School allows a student to begin participation in a program while an initial award for financial aid, including student loans, is pending, and the student is subsequently denied some or all of that student loan or financial aid amount, the School shall offer in writing, an opportunity to terminate the Enrollment Agreement with a full refund of all monies paid, less actual reasonable administrative costs as defined under M.G.L. c. 255, s. 13K.

NBSS Tuition Refund Policy

An enrolled student who withdraws, is dismissed, or otherwise terminates their enrollment will be processed under the following policies:

1. An enrollment period is defined as one-half the academic year. An academic year is ten months (40 weeks) long in Violin Making &

Repair; therefore an enrollment period for that program is five months (20 weeks). In all other programs, the academic year is nine months (36 weeks) in length, and the enrollment period is four and one-half months (18 weeks).

2. NBSS uses the Last Date of Attendance or last participation in an instructional activity to calculate refunds. The Date of Determination is the date the student's enrollment was terminated by the School, the date the School was notified by the student that they were withdrawing, or the date the student was determined by the School to be withdrawn due to absences. Money due the applicant or student will be refunded within 45 (forty-five) days after the date of determination.
3. In cases of prolonged illness, death in the family, or other circumstances that make it impractical to complete a program, the School will make a settlement reasonable and fair to both parties.
4. In the case of a student who completes academic requirements early and within 60% of an enrollment period and leaves the school as a graduate, a prorated portion of the tuition for that period will be due, based on the time completed, rounded up to the nearest 10%. For early completion after 60% of the enrollment period, the entire period's tuition will be due.
5. If enrollment is terminated in any program, the student will owe the actual reasonable administrative costs incurred by the School to enroll them and process the application materials, which shall be fifty dollars (\$50.00), plus tuition and fees based on the following schedule:
 - Enrollments terminated within the first five (5) class days of any enrollment period result in zero (0%) tuition and fees charged for that enrollment period.
 - In a program with a nine-month academic year, if enrollment is terminated after one week but before 4.5 weeks have been completed, the

student will owe 30% of the period's tuition.

- In a program with a nine-month academic year, if enrollment is terminated after 4.5 weeks but before nine (9) weeks are completed, the student will owe 50% of the period's tuition.
- In a program with a nine-month academic year, if enrollment is terminated after nine (9) weeks, 100% of tuition for the period is due.
- In Violin Making & Repair, if enrollment is terminated after one week but before 5 weeks have been completed, the student will owe 30% of the period's tuition.
- In Violin Making & Repair, if enrollment is terminated after 5 weeks but before 10 weeks are completed, the student owes 50% of the period's tuition.
- In Violin Making & Repair, if enrollment is terminated after ten weeks, 100% of tuition for the period is due.

See your current Enrollment Agreement for more detailed information.

U.S. Department of Education Title IV Refund Policy

Treatment of Title IV Funds When a Student Withdraws

Federal financial aid (Title IV aid) is posted to your account at the start of each enrollment period, however, your eligibility for those funds is earned as you progress through the enrollment period. If you withdraw during your enrollment period, the amount of Title IV program assistance that you have earned up to that point is determined by a U.S. Department of Education formula specific to Title IV funds. If you received (or NBSS or your parent received on your behalf) less assistance than the amount that you earned, you may be able to receive those additional funds. If you received (or NBSS or your parent received on your behalf) more assistance than you earned, the excess funds must be returned by NBSS and/or you.

Accrual of Aid Eligibility

The amount of assistance that you have earned is determined on a pro rata basis. For example, if you completed 30% of your enrollment period, you earn 30% of the assistance you were originally scheduled to receive. Once you have completed 60% of the enrollment period, you earn all the assistance that you were scheduled to receive for that period.

If you did not receive all of the funds that you earned, you may be due a post-withdrawal disbursement. If your post-withdrawal disbursement includes loan funds, NBSS must get your permission before it can disburse them. You may choose to decline some or all of the loan funds so that you don't incur additional debt. NBSS may automatically use all or a portion of your post-withdrawal disbursement of grant funds for unpaid tuition and fees owed to NBSS in accordance with the [NBSS Refund Policy](#). NBSS needs your permission to use a post-withdrawal grant disbursement for all other institutional charges. If you do not give your permission, you will be offered the funds. However, it may be in your best interest to allow NBSS to keep the funds to reduce your debt to NBSS.

In certain circumstances, Title IV funds that you were scheduled to receive cannot be disbursed to you once you withdraw because of other eligibility requirements. For example, if you are a first-time, full time program student and you have not completed the first 30 days of your program before you withdraw, you will not receive any Direct Loan funds that you would have received had you remained enrolled past the 30th day.

Return of Title IV Funds

If you receive (or NBSS or your parent receives on your behalf) excess Title IV program funds that must be returned, NBSS must return a portion of the excess equal to the lesser of:

1. your institutional charges multiplied

by the unearned percentage of your funds, or

2. the entire amount of excess funds.

NBSS must return this amount even if it didn't keep this amount of your Title IV program funds. If the school is not required to return all of the excess funds, you must return the remaining amount. For any loan funds that you must return, you (or your parent for a Direct PLUS Loan) repay in accordance with the terms of the promissory note. That is, you make scheduled payments to the holder of the loan over a period of time.

Any amount of unearned grant funds that you must return is called an overpayment. The maximum amount of a grant overpayment that you must repay is half of the grant funds you received or were scheduled to receive. You do not have to repay a grant overpayment if the original amount of the overpayment is \$50 or less. You must make arrangements with the NBSS Business Office or the U.S. Department of Education (DOE) to return the unearned grant funds.

The requirements for Title IV program funds when you withdraw are separate and independent from the NBSS Cancellation and Refund policies. Therefore, following the post-withdrawal treatment of Title IV funds, you may still owe funds to NBSS to cover unpaid institutional charges. This includes charges to your account that are created when NBSS is required to return Title IV funds previously disbursed to your account. Please refer to the [NBSS Refund and Cancellation Policies](#) (page 17).

U.S. Department of Veterans Affairs Refund Policy (Student Overpayments)

1. The Veterans Administration (VA) determines debts resulting from benefit overpayments and the party (School or student) responsible for repayment. A debt is established on the student for tuition and fees when the student withdraws after the first day of the term or the school submits a change in enrollment to the VA.

2. When an overpayment is created, a first demand letter is sent notifying the student of the overpayment. The School does not receive copies of demand letters or any other notification regarding debts assessed on students. When the letter is received, the student should immediately contact the VA regarding the debt. The response should be sent (in writing) directly to the office sending the letter, unless otherwise stated. Responding immediately and reaching a valid repayment agreement in a timely manner could prevent future benefits from being withheld. Due process (rights to appeal or waiver) as well as time limits for each step in the process is given in the first demand letter.
3. A request for waiver must be received no later than 180 days (6 months) from the date of the initial notification of the overpayment. If a waiver request is received within 30 days of the first demand (notification) letter, no benefits will be withheld until the decision is made. If benefits were withheld and the waiver request was found to be timely, a refund will be issued. If a waiver is granted, any funds that have been applied will be refunded. Note: If a waiver is requested after the first 30 days, but within 180 days, offset of benefits will continue. If a waiver is granted, the amount collected will be refunded.

STUDENT SUPPORT & CAREER SERVICES

Student Lounge

The Student Lounge is located on 1N. Computers are available for use in the Student Lounge. Students must abide by the NBSS "Computer and Internet Use Policy" (see [Appendix L](#)) and follow all health and safety protocols when using a shared computer.

The Pantry

To provide access to healthy food items for our students in need, the pantry is located in the North Suite, with an entrance through the suite or from the hall outside of the 1N elevator.

[Appendix H: Health and Support Service Providers](#) contains information about community fridges and food resources that may be available to students through local community groups and government agencies.

Student Affinity Groups

Affinity Groups at NBSS are self-organized groups of any size of NBSS students where its members hold common interests. Students are encouraged to coordinate Affinity Groups to foster community, a sense of belonging, and facilitate greater student interaction outside of the full-time programs. Affinity Groups must follow the NBSS Code of Conduct and Student Handbook, and must be open to all NBSS students. If interested in starting or joining an Affinity Group, please contact our Director of Student Support & Career Services.

EMPLOYMENT, REFERENCES, AND STUDENT RECORDS

Employment Assistance

NBSS considers the employment of graduates in their chosen trade one of its primary goals. Therefore, the following objectives are part of fulfilling our commitment to student training and education:

1. Helping students to develop job search tools;
2. Helping students to find jobs that are appropriate to their skills and interests;
3. Helping employers to find students and graduates to fill positions.

You'll receive help from your instructor, as well as from the Director of Student Support & Career Services who has resources that can help you match your skills with an employer's needs.

Business Course

Every year during the spring term, the Office of Student Support & Career Services offers a Business Course to current students. The content of the course is useful to all students entering the workforce, especially those who are interested in starting their own business. The sessions cover topics including business planning, marketing, insurance, legal essentials, and small business accounting. The final two sessions—contracts & negotiation, and an alumni panel—are recommended for all students. Information about the course is sent out at the beginning of the spring term.

Career Skills Workshops

In addition to the full Business Course, Student Support & Career Services offers career skills workshops. These short workshops will be scheduled so there is little to no interruption to class time. The workshops cover topics such as networking, resume building, cover letters, elevator pitch, and interview skills.

Exit Interviews

NBSS's accrediting body requires that the School track and report the employment of all graduates. For that reason, during each student's final semester, they are required to participate in an Exit Interview. The interviews help NBSS understand where students are in their job search, what assistance they may need, or if they have a position secured following graduation. The Director of Student Support & Career Services will follow-up with all graduates at least twice after graduation to verify employment and provide any career assistance.

References

Employers have a legitimate interest in knowing about the abilities and characteristics of the people whom they hire. While a resume can be helpful in providing an overview of an individual's experience, most employers in the trades are primarily concerned with a new

employee's on-the-job performance and attitude. They are concerned with how each employee fits into the established work patterns of a business, and they are aware of the costs involved with making the wrong choice.

Often, employers want some kind of verbal or written reference from people who are familiar with the prospective employee's work skills and habits. That is why a good reference from an instructor at NBSS can be vital in helping the student get that first job. For students beginning careers, instructor references may be the only way an employer can gauge potential job performance.

North Bennet Street School's policy is to encourage employers to talk to instructors about graduates' strengths and weaknesses in completing work that is part of the curriculum. In all cases this is done in the attempt to find the best match between a graduate and a job opportunity.

Student Records

All written information about each student during enrollment at the School, including written references or evaluations, is part of that student's formal record. As such, it is made available to those outside the School only with the student's permission or at the student's request. After graduation, permission for access to this information should be submitted in writing by the graduate, on a form provided by the School. A copy of the form to be completed for release of NBSS records is included as [Appendix N](#) of this handbook or at nbss.edu under the Student/Alumni Portal (see below.) This procedure is consistent with North Bennet Street School's policy under the Family Educational Rights and Privacy Act (FERPA), a copy of which is attached here as [Appendix D](#).

If, after reviewing this information, a student is uncomfortable with the NBSS policy in these matters and would like to request an exception to that policy, a request should be submitted in writing to the Provost, so that it may be included in the student's permanent record.

Alumni

The graduates of NBSS, and their successful career progress, have established a strong reputation for the School's programs and operating philosophy. Our hope is that graduates maintain continued contact with the School, keeping us up to date with accomplishments as well as with employment and continuing education needs. Graduates are welcome to use the Jobs & Commissions Board (see below). The Director of Student Support & Career Services will follow-up with all graduates at least twice after graduation to verify employment and provide any career assistance.

Student & Alumni Portal

The online NBSS Student & Alumni Portal is a password-protected area of the NBSS website for students and alumni to:

- Find general School information
- Find jobs, projects, and short term contract work through the [Jobs & Commissions Listings](#)
- View items for sale, for free, scholarships, and housing requests on the [Classified and Housing Board](#)
- Request a transcript or copy of your diploma

Logging into the Student & Alumni Portal:

- Go to nbss.edu/portal
- Your username is the email address that NBSS has on file for you.
- Your password is autogenerated for the first time you log in. You should have received a welcome email shortly before your start at NBSS. Click the reset password link to reset your password at any time.

If you have trouble logging in, contact the Academic Administrator, Nathan Mohney at nmohney@nbss.edu.

Students who withdraw, whose enrollment is terminated, or who are non-graduates (including those with outstanding academic or financial obligations) will be removed from

the Student & Alumni Portal effective upon graduation, withdrawal, or termination. Access to campus facilities, alumni services, and participation in alumni events is conditioned on maintaining good standing with the institution. The institution reserves the right to restrict or revoke such access when an individual is not in good standing or has unmet academic or financial obligations.

GENERAL INFORMATION

Hours of Building Operation

The School building is normally open from 7:00 am to 5:30 pm, Monday through Friday (with the exception of some holidays). When the decision is made to stay open late on weekday evenings and weekends (TBA) for limited use, there are special rules limiting machine use, visitors, and deliveries. Instructors will provide information about availability and any special after hours rules for each program. Tuition does not cover these extra hours. The benefit is provided when possible. Building Hours Calendars are emailed before the start of the month.

Students must have explicit permission from their Department Head to work at NBSS outside of class hours. Some programs may not allow after-class or weekend hours.

Access to Administrative Offices & Shops

All offices and shops are accessible to students and guests who have limited mobility.

With instructor permission, students may visit other programs. Students are permitted to have an outside guest visit the School with prior approval from their instructor. Guests must register at reception upon entering the building and be escorted by an NBSS "host".

Holidays and the School Calendar

The School observes Boston, Massachusetts, and federal legal holidays. A complete Academic School calendar appears as [Appendix A](#).

Cancellation of Classes

When snow or other weather conditions make school attendance difficult or dangerous, classes will be canceled or postponed. Students will be notified via email and text message, and an official announcement will be on the School's special announcement line which can be reached at 617-227-0155, extension 300. Such decisions are also announced starting at 5:30 am on various media outlets, such as: WBZ-CBS (Ch. 4), WHDH-NBC (Ch. 7) and WFXT- FOX (Ch. 25).

Museum Membership and Passes

The School has memberships to the Museum of Fine Arts, Boston (MFA), mfa.org/visit, and the Peabody Essex Museum (PEM), pem.org, in Salem, which allow free admission.

Students may borrow membership passes from the Front Desk for these museums overnight or for the weekend. The MFA is open on certain open house days with no admission. Many museums give students an admission discount with proper identification (student ID). Check whether the museum is open before making the trip.

Public Transportation Passes

Students can sign up for a discounted "Semester Pass" on the MBTA transportation system. Students must sign up in August for the September-December period and/or in November for the January-May period. These passes are sent to the School monthly. Email the Academic Administrator, Nathan Mohney nmohney@nbss.edu for further information.

Parking

The School does not have a dedicated lot. On-street parking in the North End is difficult to find. If you plan to drive, your best option is to park in the Haymarket Center Garage (Parcel 7) above the Boston Public Market and walk to the School. Students are responsible for the cost of their transportation and parking.

Bicycle Parking

For those planning to ride a bicycle to school, please note that bikes are not allowed in the building. There are two outdoor options:

- A vertical bike rack in the courtyard against the wall next to the ramp to the back entrance. This bike rack can accommodate up to fifteen (15) bicycles and will be available on a first-come, first-served basis.
- Additional bike racks are accessible on North Street, just across the street from the School's front entrance.

You are strongly encouraged to use a high-quality lock (such as the Kryptonite U-Lock). NBSS is not responsible for any bikes or bike equipment that may be taken from the courtyard or the North Street location.

Visitors and Phone Calls

Visitors are allowed in the building without escorts to attend exhibitions or visit the school store. Visiting the programs is by appointment and visitors must be accompanied by an NBSS "host."

All visitors to NBSS—including alumni and former faculty and staff—will be received at the main entrance by the Receptionist and must sign in.

Students expecting visitors will be required to come to the Front Desk to accompany their guest(s) through the School. Guests are required to sign a guest log and wear a visitor's badge. Guests are not allowed to use tools and are not allowed to visit outside of class hours, except with permission from the Department Head, Director of Facilities, or Provost. Visitors are not allowed in machine rooms and may not use tools or do work without prior approval of Faculty and Faculty supervision at the time of the work.

Students should not expect to give visitors impromptu tours of the School. Tours are arranged through the Marketing & Engagement or Admissions Office.

Permission must be granted, by the instructor in charge, for even a brief visit to a class by an outside visitor.

Students are not allowed to receive phone calls through the main switchboard, except in cases of emergency.

Cell Phone Use

Students are expected to limit their use of cell phones to breaks and lunch times. Cell phones must be silenced while in classes or shops. Anyone needing to respond to an urgent call should leave the classroom or shop. Making or returning phone calls should be done outside the building.

Video and Voice Recording

Video and voice recording are not allowed without a disability accommodation.

The use of video recording devices while operating powered equipment is strictly prohibited, except with prior instructor authorization and under the instructor's direct supervision. Any authorized recording must be solely for the student's personal use in support of their comprehension and educational development.

Social Media Use

Many students use social media to track their progress while in School, share projects, and promote their work. All social media content representing NBSS should adhere to the Student Code of Conduct (see [Appendix Q](#)) and the Social Media Policy (see [Appendix S](#)) and respect the privacy of all students. Content should always reflect safe practice and tool use, and appropriate trade practice.

Students should always ask permission of their peers if they are taking a photo or video and another student will be pictured in it, even if that student's face is not visible. If someone says no, respect their wishes. Remember to ask every time. A student who agreed to have their photo taken/posted in the past, may

change their mind at another time.

Student Tools

The security, care, and maintenance of personal tools are the responsibility of each student. The School makes every effort to protect tools and equipment from loss due to theft, fire, and vandalism. The School will not replace any personal possessions lost or damaged while on School property. Students delivering tools, materials, or other items may quickly do so through the courtyard entrance, and must obtain advance permission from the front desk. Students may also bring items through the main entrance avoiding large loads during high traffic periods such as lunchtime and the beginning and end of class.

Deliveries

It is best for students to have mail and packages delivered to their homes. Packages that arrive at NBSS will be delivered to the front door of the program or may be held at Reception.

Please be sure your name and department are listed on all deliveries. Packages with no addressee will be at Reception for pick up.

Elevator Use

Please contact Marc Dreyfus, Director of Facilities & Technology, (mdreyfus@nbss.edu) with questions around planning elevator use.

Consider the other people in the building, especially those of limited mobility, when using the elevator to load or unload materials and tools. Notify the Receptionist if you expect to use the elevator for more than a few minutes. Avoid large loads during high traffic periods such as lunchtime and the beginning and end of class. The North Elevator has a maximum capacity of 3500 lbs. The South Elevator has a maximum capacity of 3000 lbs. The freight elevator has a maximum capacity of 3500 lbs.

Riding in the freight elevator is prohibited. Students must be escorted by an instructor, NBSS Student Worker, or someone from the Facilities Department to use the freight elevator.

Children

Students may not bring children to class.

Pets

Animals are not allowed in School buildings. Exceptions will be made for service animals accompanying someone with a disability.

Change of Address

Students must notify the Academic Administrator of changes in mailing or email address, or cell phone number. See [Appendix Q](#) for the Change of Contact Form.

Voter Registration

In accordance with the requirements of the Higher Education Amendments of 1998, the School must provide students with the opportunity to register to vote. You may use the School's computers to find out more information about registering to vote either online, or by downloading a mail-in registration form. Visit vote.usa.gov for more information or sec.state.ma.us/OVR/ to register in Massachusetts.

HEALTH & SAFETY

North Bennet Street School prioritizes the health and safety of our students, employees and guests. We are committed to maintaining a safe environment by implementing the following measures:

COVID-19 and Respiratory Illness

Everyone is expected to follow all health and safety protocols in place at NBSS, including wearing a face mask that covers their nose and mouth when required to do so because of

close contact with an infected individual or after quarantine due to illness.

Following current CDC guidelines, NBSS strongly recommends vaccination against Covid-19 for all full-time students, faculty, and staff. Vaccines are proven to be a safe, effective means for eligible individuals to prevent severe illness from Covid-19. More details such as the types of vaccines available and where to receive a vaccine can be found on the [CDC website](#). Check the information on the [Health & Safety](#) page of the NBSS website.

Building Safety

Safety and fire regulations require that the entrances, emergency exits, and halls be kept free of obstruction. If you must leave lumber or tools in the halls while unloading or loading, do not leave it for more than a few minutes. Do not leave bikes in the halls or classrooms. Additionally, the door that leads to the parking lot should never be propped open unless actively loading or unloading.

NBSS is required to be able to clear the building of all people within 90 seconds. If the fire alarm rings, leave your work and walk quickly to the fire exits indicated by your instructor. Close all doors as you pass through them. Assemble outside at the designated checkpoint for your program. Designated checkpoint maps are posted in every program. See your instructor if you have any questions.

Emergency preparedness information may be obtained from the Director of Facilities & Technology.

Campus Security

Federal law requires that every institution of higher education provide a copy of the School's security policy to every student. The full text of this policy can be found in [Appendix G](#) of this handbook. During the calendar year 2024, there were no grand thefts or violent crimes on or adjacent to campus. Bicycles and bicycle accessories have been taken from the NBSS courtyard and from the street in the past.

Occupational Safety and Health Act (OSHA)

All employers are required to provide a safe and healthy work environment for employees. In order for everyone to be safe at NBSS, all staff, faculty, and students are expected to comply with rules established for this purpose. These rules apply to responses to emergencies, material handling and storage, personal protection equipment, repairs to powered equipment, and guarding of equipment. Adherence to shop rules in this regard is compulsory.

In cases of pregnancy during enrollment, students should consult a doctor concerning the risks associated with continued attendance, including exposure to materials used in training. Material Safety Data Sheets for all materials used at the School are available to any student.

Proper Dress

The School respects the individuality of each student. This policy is not intended to limit personal expression, but rather to prevent potential distractions, maintain professionalism, and ensure a safe learning environment. Students are expected to dress as they would for a position in the field which they will enter. Instructors will emphasize safety, and Shop Rules govern proper dress to protect all members of the community. In certain programs eye and hearing protection are required. In all programs, students must: restrain long or loose hair, clothing or jewelry, and wear closed toe and in some cases steel toed shoes as well as clothing which provides sufficient protection. Tank tops, flip-flops, slippers and garments that are unnecessarily revealing – including low cut and midriff clothing – are not permitted. Clothing containing polarizing statements and/or words, logos, or images that could be deemed offensive are prohibited. You must learn and comply with Shop Rules.

Nothing in this policy is intended to prevent students from wearing articles of clothing or a

hair style, including facial hair, that is consistent with their cultural, ethnic, or racial heritage or identity. This policy will be applied in compliance with all applicable local, state, and federal laws to reasonably accommodate a student's religious beliefs, medical condition, or disability.

Machinery and Tool Use

We make every effort to teach you the safe and proper use of tools and machinery. Pay attention! It is very hard to do hand work if you injure yourself. If you think that a machine or piece of equipment is not in proper working order, ask your instructor to check it before using it.

Safety Release Form

You must sign the School's Safety Release Form to begin your studies at NBSS. The form releases North Bennet Street School and all of its instructors and employees from all responsibility in case of an accident incurred by a student in the course of their instruction at the School. A copy of this form can be found as [Appendix M](#) of this handbook.

Accidents

In case of an accident, all students will be treated with respect and dignity. First aid procedures will be followed without bias or discrimination. The instructor in charge will make the decision about the seriousness and the treatment of the injured person. Minor first aid supplies are available in all programs and at the front desk. Emergency treatment should be administered only by the instructor in charge or by someone at their direction. In cases of injuries requiring immediate attention or major accidents, the injured person must be transported to the Emergency Room at a local hospital. An ambulance may be called from any School phone by pressing the 911 button. The Receptionist must be notified either to call an ambulance, or direct first responders if an ambulance has already been called.

Insurance Coverage for Accidents

The accident policy of the School covers the costs of medical treatment up to \$25,000 with the deductible of \$100 for each accident. Therefore any medical treatment for less than \$100 must be paid by the student (\$500 maximum for dental). Medication following treatment for the accident is not covered. In case of an accident, you must complete an Accident Report regardless of how serious the accident appears at the time. Accident Report forms are available from the Director of Facilities (mdreyfus@nbss.edu).

All medical bills for accidents are sent to the student's address. The student then gives the bills to the Business Office to send to the insurance company for payment.

Health Insurance

The Massachusetts Health Care Reform Law requires most Massachusetts residents age 18 and over who can afford health insurance to have health coverage for the entire year or pay a penalty through their tax returns. Penalties accrue for each month of non-compliance.

MassHealth offers a broad range of health-care services by paying for part or all of a MassHealth member's health insurance, or paying medical providers for services given to MassHealth members. For information on health insurance while residing in MA, visit mass.gov/eohhs/insurance.

Routine Health Care

There are a variety of health centers in Boston. The NEW Health Center (formerly North End Waterfront Health Center) <https://newhealthcenter.org/> on Hanover Street is available for routine doctor visits and dental care. To make an appointment, you must choose a doctor there as your primary care physician or have a Mass General Hospital (MGH) patient ID card.

Mental Health

From time to time anyone could be anxious, upset or struggling with mental health issues. Students are encouraged to seek support without fear of discrimination or stigma. The NEW Health Center has a complete staff for dealing with these problems (see above). Students are also encouraged to speak to the Director of Student Support & Career Services, who can provide support and help direct you to additional resources. All student health information is treated with strict confidentiality in accordance with federal and state laws. No student shall be required to disclose a medical diagnosis and such information will only be shared with consent. A list of health and wellness support systems can be found in [Appendix H](#) to this handbook or in the Office of Student Support & Career Services.

Drugs and Alcohol

As a requirement of federal law, in 1990 the NBSS Board of Directors issued a Drug and Alcohol Abuse Policy. The full text of this policy can be found as [Appendix F](#) to this handbook.

Alcohol is not permitted on School property, with the exception of certain pre-arranged school, Board, or fundraising events for which a professional bartending service will be obtained. During such an event, power equipment will be shut off for the remainder of the day.

On November 8, 2016, Massachusetts voters passed Question No. 4, a ballot initiative legalizing the use of marijuana by adults 21 years of age or older. As of December 15, 2016, adults in Massachusetts can grow or possess small quantities of marijuana for personal recreational use.

As a recipient of federal funding, however, North Bennet Street School must comply with current federal drug laws, which still classify marijuana as a controlled substance.

The use or possession of any amount of marijuana remains illegal on school property.

Additionally,

- students who possess or use drugs, alcohol, or any controlled substance or paraphernalia as defined by law, or
- have the smell of alcohol or drugs on their breath or person, or
- who otherwise appear to be under the influence of drugs or alcohol during school hours or present on school property or at a school-sponsored event will be subject to a warning and possible disciplinary action, which may result in suspension or termination.

Matters of safety and security are of primary importance to the North Bennet Street School community. Students who do not respect the rules may jeopardize the safety of the community and their remaining time at NBSS.

No smoking or vaping is allowed in the School building. Smokers outside the building should not stand near the entrances or below windows of the NBSS facility or any neighbors. Chewing tobacco is not allowed on school property.

Support Groups

A listing of various support groups and other helpful resources in the Boston area is included as [Appendix H](#) of this Handbook.

Middle or High School Students

NBSS sometimes provides area Middle and High Schools with classes or tours.

Please remember:

- Be courteous but not overly friendly. The students are under time constraints and do not have time for unplanned conversations.
- Do not make loud noises in the corridors that could disturb their or our classes.
- Use language and volume in the halls and classrooms appropriate for children's ears.
- Let the Receptionist know if a middle or high school student is in an area of the School that is not dedicated for their use or is separated from their group.
- Any area in use for youth classes is not open for general NBSS use even when empty, except by special permission

Appendices

Appendix A: Academic Calendar

2025 - 2026 Academic Calendar

SEPTEMBER 1, 2025	Labor Day (holiday, no classes)
SEPTEMBER 2, 2025	New Student Orientation for Fall cohorts
SEPTEMBER 3, 2025	Classes Begin, Fall 2025 Enrollment Period Begins for all cohorts
OCTOBER 13, 2025	Indigenous Peoples' Day (holiday, no classes)
NOVEMBER 11, 2025	Veterans Day (holiday, no classes)
NOVEMBER 27–28, 2025	Thanksgiving Break (no classes)
DECEMBER 22, 2025 – JANUARY 2, 2026	Winter Recess (no classes)
JANUARY 5, 2026	Classes Resume
JANUARY 16, 2026	Fall 2026 Enrollment Period ends for 9-month cohorts
JANUARY 19, 2026	Martin Luther King, Jr. Day (holiday, no classes)
JANUARY 20, 2026	Spring 2026 Enrollment Period begins for 9-month cohorts. New Student Orientation for Cabinet & Furniture Making, Jewelry Making & Repair, and Locksmithing & Security Technology Spring cohorts
JANUARY 30, 2026	Fall 2025 Enrollment Period ends for Violin Making & Repair
FEBRUARY 2, 2026	New Student Orientation & Spring 2026 Enrollment Period begins for Violin Making & Repair Spring cohorts

FEBRUARY 16, 2026	Presidents Day (holiday, no classes)
MARCH 16-20, 2026	Spring Break for 9-month cohorts: Bookbinding, Cabinet & Furniture Making, Carpentry, Jewelry Making & Repair, Locksmithing & Security Technology, Piano Technology (Basic & Advanced), Preservation Carpentry
MARCH 17, 2026	Evacuation Day (holiday, no classes)
APRIL 20, 2026	Patriots' Day (holiday, no classes)
APRIL 20-24, 2026	Spring Break for Violin Making & Repair
MAY 25, 2026	Memorial Day (holiday, no classes)
MAY 29, 2026	Spring 2026 Enrollment Period ends for 9-month cohorts
MAY 29, 2026	Graduation
JUNE 19, 2026	Juneteenth (holiday, no classes)
JUNE 26, 2026	Spring 2026 Enrollment Period ends for Violin Making & Repair
JULY 3, 2026	Independence Day (observed) (holiday)

Appendix B: Policies and Procedures for Disabled Students

Policies and Procedures for Disabled Students (9/2015)

Purpose: North Bennet Street School is committed to maintaining a non-discriminatory environment and to providing equal access to all of its services, benefits, and facilities, regardless of any physical or mental disabilities a student may have. The School is committed to working with its students to arrive at appropriate accommodations for its students' needs, regardless of their disability.

Section 504 Coordinators: Section 504 of the Federal Rehabilitation Act of 1973 was designed to eliminate discrimination on the basis of disability in any program receiving Federal financial assistance. North Bennet Street School has designated two Section 504 Coordinators whose duties will include coordinating academic adjustments and auxiliary aids as well as inquiries, grievances and the School's efforts to comply with Section 504 of the Rehabilitation Act. The Section 504 Coordinators are as follows:

Auxiliary Aid and Academic

Adjustment Coordinator

Esther Tutella-Chen
Director of Student Support & Career Services
North Bennet Street School
150 North Street
Boston, MA 02109
(617) 227-0155 x112
etchen@nbss.edu

Grievance Coordinator

Esther Tutella-Chen
Director of Student Support & Career Services
North Bennet Street School
150 North Street
Boston, MA 02109
(617) 227-0155 x112
etchen@nbss.edu

Auxiliary Aid and Academic Adjustment Coordinator

Any student who is in need of a service, academic adjustment or auxiliary aid should contact the Auxiliary Aid & Academic Adjustment Coordinator to make such a request. The Coordinator is committed to working with the student to arrive at a workable resolution to a student's particular needs. The Coordinator will take the student's request under consideration and will provide a reply to the student within a reasonable time. Students may be required to provide documentation of their disability to verify the need for academic adjustments or auxiliary aids requested. The Coordinator may request permission of the student to speak with that student's physician, social worker, or other health care provider in order to arrive at an appropriate accommodation. A copy of the Auxiliary Aid and Academic Adjustment request form can be found as [Appendix P](#) of this handbook.

Grievance Coordinator and Grievance Procedure

Any student who believes that the School has failed to provide them with necessary services, academic adjustments or auxiliary aids or who believes they have been discriminated against on account of a disability, has the right to file a grievance with the School. The grievance procedure is as follows:

1. The aggrieved student shall submit a grievance, in writing, to the Grievance Coordinator. The complaint should set forth, in as much detail as possible, the basis for the claim or requested accommodation.
2. If the grievance involves a claim of discrimination by a fellow student or faculty or staff member, the student should be prepared to identify the individual(s) involved so that the Grievance Coordinator can undertake an investigation. If the grievance involves a claim of denial of a requested accommodation, the student should submit any documentation in support of their request.
3. After receiving the complaint, the Grievance Coordinator will take the grievance under consideration. If the grievance involves a claim of denial of a requested accommodation, the Grievance Coordinator will review the prior decision of the Academic Adjustment Coordinator and may speak with the student's physician, social worker or other health care provider to evaluate the requested accommodation. If the grievance involves a claim of discrimination by another student or faculty or staff member, the Grievance Coordinator will undertake an investigation into the circumstances surrounding the allegation(s) of discrimination.
4. The School recognizes that charges of discrimination can be extremely sensitive and will make every effort to ensure confidentiality of all parties involved. However, the School cannot guarantee such confidentiality.
5. The Grievance Coordinator shall have the authority to take appropriate remedial action against any individual who has been found to have discriminated against the grievant. The Grievance Coordinator shall also have the authority to overturn or modify any decision of the Academic Adjustment Coordinator involving an academic adjustment or auxiliary aid or service.
6. After the investigation of a claim of discrimination or reconsideration of a denial of an academic adjustment or auxiliary service, the Grievance Coordinator will issue a written report which outlines the investigation undertaken and the reasons for the Grievance Coordinator's decision. In a charge of discrimination by a fellow student, staff or faculty member, the report shall contain the measures taken, if any, against the alleged offenders. If the Grievance Coordinator finds there has been no discrimination, the coordinator shall set forth the findings in the report.
7. The decision of the Grievance Coordinator may be appealed to the Executive Committee of the Board of Directors of North Bennet Street School within two academic weeks of the written decision of the Grievance Coordinator. The Executive Committee may (1) overturn the decision of the Grievance Coordinator; (2) remand the matter for further investigation; or (3) affirm the decision of the Grievance Coordinator.

Summary

North Bennet Street School is committed to complying with both the letter and spirit of Section 504 of the Federal Rehabilitation Act of 1973. If any student would like further information on the School's policies or procedures they should contact the President.

Appendix C: Policy Prohibiting Sexual Misconduct (01/2022)

NORTH BENNET STREET SCHOOL

POLICY PROHIBITING SEXUAL MISCONDUCT

This Sexual Misconduct Policy is the mechanism by which North Bennet Street School (“NBSS”) adjudicates allegations of sexual misconduct, as defined in the *Definitions* document found here: [\[page 42\]](#) (*Note that this *Policy* and the *Definitions* document may be updated to reflect legal and regulatory changes, as well as to provide clarity if the NBSS community expresses confusion over any defined terms or processes in the Policy, so please refer back for the most updated content.)

NBSS follows through on its commitment to respond appropriately to sexual misconduct in different ways, as appropriate to the case at hand. This includes a formal complaint process, as well as an informal resolution process, in which parties can seek to resolve their concerns outside of a more formal process. These processes are discussed below, but you are encouraged to discuss these different processes with the Title IX Coordinator or the Deputy Title IX Coordinator. [listed below]. It is important to understand that if you share personal experiences with certain individuals on campus, they, in turn, may be required to share specific information with the Title IX Office. You may also discuss this process with a confidential resource as defined in the *Definitions* document found here: [\[page 42\]](#), and that individual would not need to report anything you share with them. You should also feel free to ask the Title IX Office any questions, provided you do not provide specific personal information before you are ready to file a report.

Title IX Coordinator

Claire Fruitman
Provost
North Bennet Street School
150 North Street
Boston, MA 02109
(617) 227-0155 x200
cfruitman@nbss.edu

Deputy Title IX Coordinator

Esther Tutella-Chen
Director of Student Support & Career Services
North Bennet Street School
150 North Street
Boston, MA 02109
(617) 227-0155 x112
etchen@nbss.edu

PROCESS FOR ADJUDICATING ALLEGATION OF SEXUAL MISCONDUCT

The following process describes how NBSS will investigate a report that an individual has engaged in prohibited conduct that could violate the *Policy Prohibiting Sexual Misconduct*.

I. Initial Steps

After receiving a report of conduct that could fall under the Policy, the Title IX Coordinator will take a number of initial steps; these initial steps are not an investigation. Rather, these initial steps will enable NBSS to assess the need to take any immediate action to address the safety and health needs of the parties involved in a matter and to help the parties determine the next appropriate steps, whether under this Policy or another policy or process. These initial steps may include, but are not limited to, the following:

- A. Initial Contact.** The Title IX Coordinator will contact the party making the initial allegation (the “Reporting Party”) and encourage them to meet virtually or in person to discuss the nature and circumstances of the reported conduct and review relevant information that is available, and describe the various options and resources available.
- B. Supportive Measures.** Regardless of whether a Reporting Party decides to file a Formal Complaint or not, they may be entitled to supportive measures. Supportive measures may include changes to schedules, stay-away orders, or other temporary and non-disciplinary measures to ensure the safety of the parties.
- C. Interim Restrictions.** During the pendency of an investigation and hearing (discussed below), NBSS reserves the right to explicitly prohibit either party from entering upon NBSS’s property or participating in any school sanctioned or sponsored activities absent written authorization from an appropriate NBSS official. The failure of either party to comply with an interim restriction such as this may lead to additional disciplinary action that can be determined under this or separate policies, as appropriate. The decision to impose interim restrictions will be communicated by the Title IX Coordinator or their designee in writing and parties will be informed of any appeal rights. NBSS may be limited in its notification in certain situations when student or employee privacy issues limit disclosures.
- D. Discussion of Process.** The Title IX Coordinator will describe the Sexual Misconduct Policy and related process. The Title IX Coordinator will also explain the right to report, as well as the right to delay or decline to report the matter to NBSS. The Reporting Party may also choose to report such conduct to local law enforcement if the conduct is potentially criminal in nature. Such a report will not change NBSS’s obligation to potentially investigate the matter, but it may briefly delay the timing of the investigation if a law enforcement agency requests that NBSS delay its process for a reasonable amount of time to allow it to gather evidence of criminal conduct. NBSS will typically not consider a criminal proceeding on the same facts in its investigative process because NBSS does not use the same process or standard of proof as a criminal process. Typically, NBSS will only inquire about criminal processes to the extent they may impact an individual’s ability to access or utilize NBSS’ process. In no instance will an adverse inference follow the fact that either party is involved in the criminal justice system, but certain information may be relevant for NBSS to consider in limited situations, *e.g.*, if a court enters a separate restraining order, that may be considered while NBSS determines the restrictions of the parties on campus to maintain the *status quo* pending investigation.

- E. **Formal Complaint.** If the Reporting Party wishes to move forward with a formal complaint under this Policy, the Reporting Party must provide a statement in writing and sign that statement in person or electronically. If, at this time, the Reporting Party requests that the process not move forward or move forward under a different policy, NBSS will weigh that request against the obligation to address any risk of harm to the Reporting Party, the Responding Party, or other individuals in the community given the nature of the allegation(s). NBSS reserves the right to move forward with a formal complaint process unilaterally by signing a complaint or statement of allegations against another Responding Party. This will be utilized in limited situations in which NBSS has a concern related to the safety of the broader NBSS community. In such situations, NBSS will not be a party to the action, and both the Reporting Party and Responding Party will receive notice, as set forth in [Section II](#).
- F. **Initial Review and Dismissal or Referral, if Necessary.** Upon reviewing any written complaint materials submitted, if the Title IX Coordinator determines that the conduct would, if proven, be prohibited by this Policy, they will move to the next phase of this process. If the conduct, if proven, would not be prohibited by this Policy, the Title IX Coordinator may dismiss the matter without limiting the individual's ability to provide additional information. The Title IX Coordinator may also refer the matter directly to the staff that is charged with executing any other relevant policy that may be implicated. For example, a claim of harassment that is based on race or disability status, even if proven, would not violate the Sexual Misconduct Policy. NBSS could, in that circumstance, refer the matter directly to the process prohibiting these other forms of harassment.

II. The Investigation Phase

- A. **Notice of an Investigation.** If it is determined that an investigation is appropriate, the Title IX Coordinator will prepare a written notice to both the Reporting Party and the Responding Party. The notice will include a description of the allegations as they are understood at the time, the name(s) of the parties, the date(s) and location(s) of the conduct in question, the portions of the Policy that are alleged to have been violated, any interim or supportive measures in place of which either party must be made aware, and a statement that the Responding Party is presumed not responsible for the alleged conduct. This written notice does not constitute a finding or a determination of responsibility. Further, the written notice will be updated or amended if new allegations are learned and accepted for investigation throughout this process.
- B. **Designation of Investigator.** The Title IX Coordinator will designate at least one investigator to conduct a prompt, fair, and impartial investigation of the reported conduct and prepare a report of investigative findings (the "Investigative Report"). All investigators will be selected from a group of qualified and trained individuals employed by or engaged by NBSS for the purpose of conducting investigations under the Sexual Misconduct Policy. The Title IX Coordinator will provide the parties with the name of the person(s) assigned to investigate the reported conduct. As soon as possible, but no later than three (3) calendar days after delivery of the identity of the Investigator(s), the parties shall inform the Title IX Coordinator (in writing) of any conflicts of interest with regard to the selected Investigator(s). The Title IX Coordinator will consider the nature of the conflict and determine if different individuals should be assigned as Investigator(s). The Title IX Coordinator's decision regarding any conflicts is final. The Title IX Coordinator may consult with other NBSS personnel to discuss any conflicts of interest.
- C. **Information about Advisors in Connection with this Policy.** In connection with an allegation of prohibited conduct under this Policy, and as defined in the *Definitions* document [\[page 42\]](#), each

party may have a single advisor of their choice present during any formal disciplinary proceeding, including any related meeting, interview, or hearing, held pursuant to the Policy. Except to the extent expressly permitted in the hearing process outlined below, the advisor may advise their respective party privately, but cannot act as a speaking advocate. NBSS staff and/or investigators may delay or terminate meetings or hearings, remove or dismiss advisors, and/or proceed with the investigation if an advisor is disruptive or otherwise refuses to comply with the requirements of this Policy. An advisor is subject to the same confidentiality expectations applicable to others in attendance as outlined in the Student Handbook.

Accommodations, including unreasonable scheduling changes, generally will not be made for any advisor if they unduly delay the process. The advisor is not permitted to attend a meeting or proceeding without the party they are advising being present without the prior approval of the Title IX Coordinator, at their discretion. NBSS reserves the right to take appropriate action regarding any advisor who disrupts the process, or who does not abide by the restrictions on their participation.

- D. Nature of the Investigation.** The investigation provides an opportunity for fact-finding and will include separate interviews with the Reporting Party, the Responding Party, and any relevant witnesses. The Investigator(s) will provide the parties with advance notice of meetings at which their presence is required. Advance notice will be provided to allow the individual sufficient time to prepare for the meeting.
- E. The Parties' Identification of Potential Witness and Documentation.** The parties have the opportunity (and are expected) to provide the Investigator(s) with the identification of potential witnesses who have specific information about the reported conduct and with whom they would like the Investigator(s) to speak. The parties also have the opportunity (and are expected) to provide the Investigator(s) any documentation or other items or questions they would like to be considered. All information described in this section must be presented to the Investigator(s) in writing and include a brief description as to how the persons, documents, and/or items are relevant to the reported conduct. This information must be provided to the Investigator(s) during the Investigation Phase and without delay upon becoming aware of it. The Investigator(s) will exercise discretion in their determination of what information to consider and which potential witnesses can provide relevant information to the investigation. Further, the Investigator(s) have the right to interview any member of the NBSS community that may have specific information about the incident that has been reported.
- F. Investigation Prohibitions.** At no point will the investigation require both parties to be in the same room. At no point will either party be permitted to question or cross-examine the other party directly during the investigation, adjudication, or appeal process. The parties may ask questions of the other party and/or witnesses at the Determination Hearing, described below, but all such questions must be asked through the party's advisor. Additionally, the Investigator(s) generally will not gather or consider information related to either party's sexual history unless deemed relevant to the incident in question.
- G. Responding Party Voluntary Agreement to Policy Violation.** At any point prior to convening a Determination Hearing a Responding Party may agree in writing to the alleged violation(s) of the Sexual Misconduct Policy and may also accept a sanction as proposed by Title IX Coordinator or designee, as appropriate.
- H. Other Informal Processes.** At any time at least 48 hours prior to convening a Determination Hearing, either party may request an informal resolution of a complaint rather than an investigation and/or hearing by contacting the Title IX Coordinator. The Title IX Coordinator

will assess the request for informal resolution against the severity of the alleged violation and the potential risks to campus community members. All parties and the Title IX Coordinator must agree in writing to informal resolution for this option to be used. The Title IX Coordinator will designate a NBSS employee or outside service provider to facilitate a dialogue with the parties in an attempt to reach a resolution. The Title IX Coordinator can end such a process if it becomes unproductive or abusive. The allegation will only be deemed resolved when the parties expressly agree to an outcome that is acceptable to them and which is approved by the Title IX Coordinator in consultation with other appropriate NBSS administrators. Either party may withdraw from the informal resolution process at any time and, unless resolution is reached, the matter will continue through the process. The informal resolution process will be conducted in accordance with procedures specified by the Title IX Coordinator, as determined in their sole discretion.

- I. **Investigative Report.** At the conclusion of the Investigation Phase, the Investigator(s) will prepare an Investigative Report, which should include a summary of the factual information presented during the Investigation Phase, a separate section where the Investigator(s) point out relevant consistencies or inconsistencies (if any) between all sources of information, and a separate optional section describing the Investigator(s) assessment of the credibility of parties and witnesses with regard to the Investigator(s) interactions with them. The Investigator(s) will provide any relevant evidence gathered, whether inculpatory (*i.e.*, proving the responsibility of a party) or exculpatory (*i.e.*, proving that a party did not commit the conduct alleged). The Investigative Report will not include a determination as to whether a party has violated the Sexual Misconduct Policy or what sanctions may be appropriate. These determinations will be made by the Determination Officer, as described below.
- J. **Review by the Parties**
 1. NBSS will inform both parties of their opportunity to review the entire Investigative Report and that they may submit written comments and/or questions about the content of the Investigative Report to the Title IX Coordinator within ten (10) calendar days of the date they are notified that the Investigative Report is available for review. This review will take place at a secure location and/or in a secure manner determined by NBSS. The time to submit written comments can be extended for a brief period if the Title IX Coordinator concludes, in their sole discretion, that the additional time is warranted. In circumstances where an extension is provided to one party, it will be provided to the other party, as well. Each party may have their advisor present as they review the Investigative Report, but NBSS reserves the right to create appropriate procedures to protect the privacy and sensitivity of the materials in question.
 2. Photographs or any other copies of the Investigative Report are not allowed by either party or advisor. The comments submitted by the parties may not exceed ten (10) double-spaced pages unless a higher page limit is otherwise determined to be necessary and appropriate in the sole discretion of the Title IX Coordinator. After reviewing the submissions, if any, from the parties, the Investigator(s) may determine that either additional investigation is required or no further investigation is needed.
 3. If, at any point in this review process or the prior investigation, it becomes apparent that a witness will not take part and subject themselves to examination in the Adjudication Process described in [Section III](#), NBSS will review federal guidance and applicable federal law in the jurisdiction to determine if the regulations allow it to examine the information as part of the adjudication process. If not, the Investigator may revise the Investigative Report to remove that information so as not to impact the hearing. If this decision is made prior to the parties' review, it

will be noted in a cover memo to the Investigative Report. If the decision is made following the parties' review, it will be communicated to the parties and they will be informed in writing of any information that will be removed prior to the hearing.

4. The Investigative Report will then be submitted to the Title IX Coordinator for review and compilation for the adjudication process. Any submissions made by either party pursuant to this section, as well as any other documentation deemed relevant by the Investigator(s), will be attached to the Investigative Report. When the Investigator(s) have completed any additional fact finding, both parties will be permitted to review the entire Investigative Report as it will be submitted to the Determination Officer, although no further information will be added at this point.

III. Adjudication Process and, if Necessary, Sanction Process

- A. **The Determination Officer.** The Title IX Coordinator will inform the parties of the identity of the Determination Officer. As soon as possible, but no later than three (3) calendar days after delivery of the identity of the assigned Determination Officer, the parties should inform the Title IX Coordinator (in writing) of any conflicts of interest in regard to the selected Determination Officer. If a conflict of interest is raised, the Title IX Coordinator will consider the nature of the conflict and determine if different individual(s) should be assigned to hear the matter. This decision regarding any conflicts is final. The Title IX Coordinator will then provide the Determination Officer with the Investigative Report and set a subsequent date for the Determination Officer to hold a hearing to determine responsibility.
- B. **Role of the Determination Officer.** The Determination Officer will preside over the hearings and make all decisions by a preponderance of the evidence as to whether or not the Responding Party violated the policy provisions at issue. The Determination Officer has broad authority to determine the process, timing and conduct of a hearing. For example, the Determination Officer will determine the order of presentation and timing of the different hearing components. The Determination Officer will also determine what evidence is relevant and what information and questions are relevant and/or permissible.
- C. **Role of Advisors at the Hearing.** Each party may have an advisor of their choice present at a hearing for the limited purpose of conducting witness examinations on behalf of that party. Advisors may be, but are not required to be, attorneys. If a party does not have an advisor of their choice present at a hearing, NBSS will, without fee or charge to the party, provide an advisor of NBSS's choice for the limited purpose of conducting witness examinations on behalf of that party. No later than ten (10) calendar days before the hearing, parties should inform the Title IX Coordinator of the identity of any advisor of choice who will accompany them to the hearing, so that NBSS will know whether or not it needs to arrange for the presence of a NBSS-provided advisor.
- D. **Hearing Process: Advisor Examinations.** At a time and manner deemed appropriate by the Determination Officer, the advisor for each party will be permitted to ask the other party and any witnesses all relevant examination questions and follow-up questions, including those challenging credibility. Except for that limited role, advisors may not participate actively in the hearing and may not speak or otherwise communicate on the part of the party that the advisor is advising. However, the advisor may consult privately in a non-disruptive manner with their advisee during and/or at a recess in the hearing. Scheduling accommodations generally will not be made for advisors if they unduly delay the process. NBSS reserves the right to take

appropriate action regarding any advisor who disrupts the process or who does not abide by the restrictions on their participation as determined in the sole discretion of the Determination Officer. In limited situations, this may include exclusion of the advisor from the hearing and the appointment of an alternate NBSS-provided advisor.

- E. **Hearing Process: General Restrictions.** Questions and evidence about sexual predisposition or prior sexual behavior are generally not relevant, unless such questions and evidence about the prior sexual behavior are offered to prove that someone other than the Responding Party committed the conduct alleged, or if the questions and evidence concern specific incidents of the Reporting Party's prior sexual behavior that are offered solely to prove consent.
- F. **Hearing Process: Privileged Information.** Information protected under a legally recognized privilege (such as, for example, privileged communications between a party and their physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in a treatment capacity, or privileged communications between a party and their attorney), are not admissible unless the person holding the privilege has waived the privilege in writing.
- G. **Hearing Process: Virtual Option.** At the request of either party, NBSS will provide for the hearing to occur with the parties located in separate rooms with technology enabling the hearing officer and parties to simultaneously see and hear the party or the witness answering questions. Live hearings may be conducted with all parties physically present in the same geographic location or, at NBSS's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other.
- H. **Hearing Process: Examination Requirement.** Under prior federal guidance, if a party or witness did not submit to examination at the live hearing, the Determination Officer is not allowed to rely on any statement of that party or witness in reaching a determination regarding responsibility. The current state of the law is unclear, so NBSS reserves the right to revisit this requirement and apply applicable federal guidance or federal case law in the jurisdiction at the time of the hearing to determine whether an individual's information can be considered if they do not agree to take part in the hearing. The Determination Officer will not draw an adverse inference regarding responsibility based *solely* on a party's or witness's absence from the live hearing or refusal to answer examination or other questions.
- I. **Sanctioning Consistency.** In the instance that the Determination Officer determines that a party is responsible for violating this Policy, they may then request from NBSS information on prior sanctioning decisions in factually similar matters so that the Determination Officer can apply a consistent sanction in the matter at hand.
- J. **Notification of Decision.** Upon reaching a determination of responsibility, the Determination Officer will provide a written notification of the decision and rationale to the Title IX Coordinator. The notification will consist of a summary of the allegations and determination(s) made by the Determination Officer with respect to responsibility and any sanctions that are imposed. The notification will also include the procedures for either party to appeal, as set forth in Section IV, below. NBSS reserves the right to inform other NBSS officials with a legitimate educational interest about the outcome of the finding. This could include, but is not limited to, notice to administrators charged with executing the sanction, athletic team coaches, or others that may have a role in carrying out the sanction or any ongoing supportive measures for either party.

K. **Record of Hearings.** NBSS will create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review. It will not be provided for distribution and NBSS will provide the same protective measures as used in Section II regarding the parties' review of investigative reports.

IV. Appeals

A. **Grounds and Timing for Appeals.** The following process applies to all appeals. Within five (5) business days of the delivery of the decision, either party may appeal the decision by submitting to the Title IX Coordinator a letter stating why they believe the decision was inappropriate based on one or more of the following limited grounds:

1. Procedural error that materially prejudiced the outcome; and/or
2. Newly discovered material information that was not known/available to the Investigator(s) or the Determination Officer and which likely could have changed the finding of responsibility or the sanction imposed had it been available.
3. Bias or a conflict of interest with regard to the Title IX Coordinator, Investigator(s), or Determination Officer that materially impacted the outcome or the sanction.

B. **Form of Submission.** The party submitting the appeal must set forth in detail the grounds for review and must attach all materials that they wish to have considered in the appeal process. Following the submission of an appeal by either party, the appeal will be provided to the other party and they may give a limited response to the appeal that must be submitted within three (3) business days.

C. **Extensions of Time.** Extensions of time to respond must be requested with the Title IX Coordinator and will be provided in the sole discretion of that person. The request should state explicitly the reasons for the requested extension. Any extension of time granted to one party will be automatically extended to the other party. Both parties will be informed of the extension in writing and simultaneously.

D. **The Appellate Officer.** In the instance of an appeal, the information is forwarded to the Title IX Officer or their designee. Both parties will be provided with the name of the Appellate Officer prior to the materials being provided to them. As soon as possible, but no later than three (3) calendar days after delivery of the identity of the Appellate Officer, the parties should inform the Title IX Coordinator in writing of any conflicts of interest in regard to the assigned person. The Title IX Coordinator will consider the nature of the conflict and determine if different individual(s) should be assigned to review the appeal.

E. **Sanctions Pending Appeal.** Sanctions of all types (including, but not limited to, suspension, dismissal, or separation) may be imposed while an appeal is pending at the sole discretion of NBSS.

V. Additional Issues

A. **Disability Accommodations.** NBSS is committed to ensuring that all community members, and applicants, have an equal opportunity to participate in all of its programs and activities. If any person requires an accommodation, because of disability, to access any part of this process, they may make that request to Claire Fruitman, Provost at cfruitman@nbss.edu. Any

accommodations will be provided to ensure they do not impact the rights or protections of any party or witness.

- B. **Duty of Honesty.** All parties and witnesses are obligated to be completely honest during the course of the entire process set forth under this Policy. Any person who knowingly makes a false statement—either explicitly or by omission—in connection with any part of the process may be subject to separate disciplinary action. A report made in good faith, however, is not considered false merely because the evidence does not ultimately support the allegation of a violation of the Policy.
- C. **Duty of Cooperation.** All parties and witnesses are obligated to cooperate with the Title IX Coordinator and any persons charged with implementing the Policy. Any person who knowingly interferes with the actions taken to implement the reporting, investigation, or resolution of matters under the Policy may be subject to separate and/or additional disciplinary action. Please note that the Duty of Cooperation will not be utilized to undermine an individual's decision not to take part in this process if it would force them to forfeit any constitutional rights in a criminal investigation involving the same or similar facts and circumstances.
- D. **Special Situations.** NBSS retains the right to determine, in its sole discretion, if it will address a report of conduct under this Policy administratively and outside of the process described herein when the safety of NBSS community is at risk, if there are extenuating circumstances involving either of the parties, or if the Title IX Coordinator, in consultation with appropriate administrators, determines it is in the best interest of NBSS and/or NBSS community to do so. If NBSS utilizes this provision to alter the process set forth in this Policy, it will clearly communicate change to the parties in a reasonable and timely manner.
- E. **Delegation.** Where the Title IX Coordinator or any other NBSS official or employee is listed as the designated point of contact for any role in the Policy, the Title IX Coordinator may designate another qualified member of the NBSS community to assume the role at issue, as necessary and appropriate. Any delegation must be approved by the Title IX Coordinator and the appointed individual will be identified to the parties.

DEFINITIONS FOR THE POLICY PROHIBITING SEXUAL MISCONDUCT

The following definitions supplement the North Bennet Street School's ("NBSS") Policy Prohibiting Sexual Misconduct ("Policy") and the related Process. [Section One](#) provides general definitions that help elucidate the Policy; [Section Two](#) defines the conduct specifically prohibited by the Policy.

NBSS reserves the right to update the definitions in this document to create more clarity for our community. Similarly, NBSS may be required to update or change such definitions in response to state and federal laws.

Section One: General Definitions

Actual Knowledge or Notice

NBSS has actual notice of alleged Title IX prohibited conduct only if a report concerning the conduct is made to NBSS's Title IX Coordinator, a Deputy Title IX Coordinator, or to one of the following NBSS officials who have authority to institute corrective measures on NBSS's behalf.

Sarah Turner, President, North Bennet Street School
Executive Committee of the Board of Directors

Advisor

A person chosen by a party, who may be an attorney, who provides support and advice to the party during any stage of the process set forth in the Policy. Any person serving as a party's advisor is prohibited from publicly disclosing private information learned during this process, including information protected under the Family Educational Rights and Privacy Act ("FERPA") or other state or federal laws. Parties and advisors are expected to maintain the privacy and respect the privacy concerns of all parties and witnesses to the greatest extent possible. If any advisor is concerned about violating this assurance of privacy to gather evidence, they should raise such concerns with the Title IX Coordinator immediately so that it can be appropriately addressed to protect the sensitivity of the information without limiting the ability of either party to find and present relevant evidence.

Confidential Resource

Anyone who has confidentiality by licensure or profession, for example, licensed mental health counselors, medical providers, and pastoral counselors.

Consent and Related Concepts

NBSS defines consent and the related concepts as follows:

- **Consent**
 - Consent occurs when all parties agree to engage in sexual activity. Consent should always be mutual, voluntary and given without pressure, intimidation, or fear.
 - Consent must be freely and affirmatively communicated in order to participate in sexual activity or behavior. It can be expressed either by words or clear, unambiguous actions. It is the responsibility of the person who wants to engage in sexual activity to ensure consent of their partner(s).

- Consent must be obtained at each step and be present throughout the sexual activity. A participant can withdraw consent or communicate that they no longer consent to continuing the activity. If there is confusion as to whether anyone has consented or continues to consent to sexual activity, it is essential that the participants stop the activity until the confusion is clearly and mutually resolved.
- Silence, lack of protest, or lack of resistance does not indicate consent.
- Consent is not present if it results from the use of physical force, threat of physical force, intimidation, [coercion \(see below\)](#), [incapacitation \(see below\)](#), or any other factor that would eliminate an individual's ability to exercise free will to choose whether or not to have sexual contact.
- A current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Even in the context of a relationship, a willingness to engage in sexual activity must be freely and affirmatively communicated each time.

- **Coercion**
 - Coercion is the use or attempted use of pressure and/or oppressive behavior, including express or implied threats, intimidation, or physical force, which places a person in fear of immediate harm or physical injury or causes a person to engage in unwelcome sexual activity. A person's words or conduct cannot amount to coercion unless they wrongfully impair the other's freedom of will and ability to choose whether or not to engage in sexual activity. Coercion also includes administering or pressuring another to consume a drug, intoxicant, or similar substance with the intent to impair that person's ability to consent prior to engaging in sexual activity.
- **Incapacitation**
 - Incapacitation is defined as the inability, temporarily or permanently, to give consent, because an individual is mentally and/or physically helpless, unconscious, or unaware that the sexual activity is occurring. This may or may not be due to [alcohol or other drugs \(see below\)](#).
 - An individual who is incapacitated cannot consent to sexual activity.
- **Alcohol or Other Drugs**
 - NBSS considers any sexual contact while under the influence of alcohol or other drugs to be risky behavior. Alcohol and drugs impair a person's decision-making capacity, awareness of consequences, and ability to make informed judgments. Being intoxicated or impaired by drugs or alcohol is never an excuse for sexual harassment, misconduct, or violence and does not diminish one's responsibility to obtain consent. If there is any doubt as to the level or extent of the other individual's intoxication or impairment, the prudent course of action is to forgo or cease any sexual contact or activity.
 - The use of alcohol or drugs can limit a person's ability to freely and clearly give consent. Similarly, the use of alcohol or drugs can create an atmosphere of confusion over whether or not consent has been freely and clearly sought or given. It is especially important that

anyone engaging in sexual activity be aware of the other person's level of intoxication. If there is any doubt as to the level or extent of the other individual's intoxication or impairment, the prudent course of action is to cease any sexual contact or activity.

- Warning signs of incapacitation may include, but are not limited to, one or more of the following: slurred speech, vomiting, unsteady gait, combativeness, emotional volatility, and/or sleeping.
- The perspective of a reasonable person will be the basis for determining whether a [Responding Party \(see below\)](#) should have been aware of the amount of the ingestion of alcohol or drugs by the Reporting Party, or of the extent to which the use of alcohol or drugs impacted a Reporting Party's ability to give consent.

Educational Program or Activity

Locations, events, or circumstances in which NBSS exercises substantial control, as well as in any building owned or controlled by a student organization that is officially recognized by NBSS.

Formal Complaint

A document filed by a Reporting Party alleging that another individual engaged in conduct prohibited by this Policy (*see Section Two*, below) and requesting that NBSS investigate the allegation. In exceptional situations, the Title IX Coordinator may sign a complaint in place of a Reporting Party. If the Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a party to a matter and the party who has standing to be a Reporting Party under this Policy shall receive the rights afforded under this Policy. Similarly, the Responding Party will receive the name of the Reporting Party and other information that constitutes requisite notice.

Parties

Both the Reporting Party and the Responding Party. Note that NBSS will typically address communications to the parties and not to any advisor (even an attorney-advisor) or parent.

Standard of Proof: Preponderance of the Evidence

NBSS uses the preponderance of the evidence standard (*i.e.*, it is more likely than not that the reported incident and/or behavior violated NBSS policies). Therefore, all findings and determinations of responsibility under this Policy will be made using this preponderance of the evidence standard. Please note:

- The preponderance of the evidence standard is not the standard used for criminal culpability in most jurisdictions and a determination of responsibility under the Policy does not equate with a finding of a violation of criminal laws;
- Conversely, lack of a prosecution, dismissal, or lack of a criminal conviction does not necessarily imply that NBSS' Policy was not violated. The two procedures are significantly different and utilize different standards for determining violations.

Relevant/Relevance

As used in these procedures, “relevant” refers to a fact, witness, or other piece of information that a reasonable person could conclude makes a material disputed fact or event more or less likely to be true. Information about an individual’s sexual predisposition or prior sexual behavior is generally not considered relevant and will not be considered in the grievance process. An example where information about past sexual behavior may be considered relevant is if offered to prove that someone other than the Responding Party committed the conduct at issue.

Reporting Party

A person who, at the time they file a formal Complaint, is currently participating in, or attempting to participate in, NBSS’s domestic educational programs or activities and who alleges they experienced Prohibited Conduct, as defined below. If an individual is a student or employee at another institution and makes an allegation against an individual who is a student or employee at NBSS, the Title IX Coordinator may exercise discretion in signing a complaint for the aggrieved party. In such situations, the parties will be duly noticed in accord with the Policy and NBSS will not be considered a party to the matter, though it will maintain the burden of proving that any individual violated NBSS Policy.

Responding Party

A person reported to be the perpetrator of conduct that could violate a form of prohibited conduct set forth in [Section Two](#).

Sanctions

Punitive or educational measures imposed by NBSS in response to a determination that a Responding Party has violated this or another NBSS policy. Sanctions may include, but are not limited to: expulsion, termination, suspension, probation, reprimand, warning, restitution, education/counseling requirement; restrictions on participation in a program or activity; loss of privileges; loss of leadership opportunities or positions; and/or restrictions on employment by NBSS. If a Responding Party is found to have violated this Policy, a determination of appropriate sanctions will include consideration of the nature and circumstances of the misconduct; the impact of the misconduct on the Reporting Party and/or on others in NBSS community; the disciplinary history of the Responding Party; and any other mitigating or aggravating circumstances.

Supportive Measures

Non-disciplinary, non-punitive individualized services, offered as appropriate, as reasonably available, and without fee or charge to either the Reporting Party or the Responding Party before or after the filing of a formal complaint or where no formal complaint has been filed. Supportive measures are designed to restore or preserve equal access to NBSS’s educational programs or activities, and they will be designed so as not to unreasonably burden the other party. Supportive measures may include but are not limited to: counseling; academic accommodations, such as extensions of deadlines or other course-related adjustments; course changes or drops; modifications of work or class schedules; mutual restrictions on contact between the parties; changes in work locations; leaves of absence; increased security and monitoring of certain areas of the campus; and no trespass notices, among others. Factors to be considered in determining reasonable supportive measure may include the following:

- the specific need expressed by the party;
- the severity and/or pervasiveness of the allegations;
- any continuing effects on the party;
- whether the parties share the same class, extracurricular activities, transportation and/or job location; and
- whether other judicial measures have been taken to protect a party or the parties.

Section Two: Definitions of Prohibited Conduct

Sexual Misconduct

NBSS prohibits all forms of sexual misconduct. Sexual misconduct refers to a broad spectrum of behavior encompassing sexual harassment and all forms of non-consensual sexual activity. Sexual misconduct affects individuals of all genders, gender identities, gender expressions, and sexual orientation, and does not discriminate by racial, social, or economic background.

Sexual Assault

Having or attempting to have sexual intercourse or sexual contact with another individual without consent. This includes sexual intercourse or sexual contact achieved by the use or threat of force or coercion, where an individual does not consent to the sexual act, or where an individual is incapacitated. Sexual assault may include, but is not limited to, the following:

- Penetrating or attempting to penetrate another individual without their consent. This includes vaginal or anal penetration, however slight, with a body part or object, or oral copulation by mouth-to-genital contact.
- Having or attempting to have sexual contact with another individual without consent. Sexual contact includes kissing, touching the intimate parts of another, causing the other to touch one's intimate parts, or disrobing of another without permission. Intimate parts may include the breasts, genitals, buttocks, mouth, or any other part of the body that is touched in a sexual manner.

Sexual Exploitation

An act or acts committed through non-consensual abuse or exploitation of another person's sexuality for the purpose of sexual gratification, financial gain, personal benefit or advantage, or any non-legitimate purpose. Examples include, but are not limited to: observing another individual's nudity or sexual activity or allowing another to observe consensual sexual activity without the knowledge and consent of all parties involved; non-consensual streaming of images, photography, video, or audio recording of sexual activity or nudity, or distribution of such without the knowledge and consent of all parties involved; prostituting another individual; knowingly exposing another individual to a sexually transmitted disease or virus without his or her knowledge; and inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity.

Intimate Partner Violence

Intimate partner violence incorporates dating violence, domestic violence, or relationship violence, and includes any act of violence or threatened act of violence against a person who is or has been involved in a sexual or dating relationship with that person. It may involve one act or an ongoing pattern of behavior. Intimate partner violence can encompass a broad range of behavior, including, but not limited to threats, assault, property damage, violence or threat of violence to one's self, one's sexual or romantic partner, or to the family members or friends of the sexual or romantic partner. Intimate partner violence affects individuals of all genders, gender identities, gender expressions, and sexual orientation and does not discriminate by racial, social, or economic background.

NBSS will not tolerate intimate partner violence of any form. NBSS also recognizes that certain forms of sexual harassment, sexual assault, sexual exploitation, stalking, harm to others, emotional and psychological abuse, harassing conduct, and retaliation may all be forms of intimate partner violence when committed by a person who is or has been involved in a sexual, dating, or other similar relationship of a romantic or intimate nature with the Reporting Party. In such situations, all potential charges may be included, as appropriate.

Sexual Harassment

Sexual harassment is a form of discriminatory harassment occurring within an employment or educational context that federal and state law addresses with very specific provisions. In cases where sexual harassment is alleged, NBSS has a duty to act promptly, so as to assure that if such harassment is, in fact, occurring or has occurred, corrective action is taken and further harm is prevented.

Unwelcome sexual advances, requests of sexual favors, and/or other verbal or physical contact of a sexual nature constitute sexual harassment when:

- submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic or employment success (also known as quid pro quo harassment), or
- submission to or rejection of such conduct by an individual is used as the basis for academic or employment evaluation and decisions affecting such an individual (also known as quid pro quo harassment), or
- such conduct has the purpose or effect of substantially interfering with an individual's work performance, or creating an intimidating, hostile, or offensive living, learning, or work environment (also known as the creation of a hostile environment).

The effect of sexual harassment will be evaluated based on the perspective of a reasonable person in the position of a Reporting Party. A single or isolated incident of sexual harassment may create a hostile environment if the incident is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to provide a hostile environment, particularly if the harassment is physical. However, under the new federal regulations, behavior must be severe and pervasive, as well as subjectively and objectively offensive. That is, not only must the Reporting Party feel that the behavior is offensive, but a reasonable person similarly situated must also consider such behavior to be offensive.

Stalking

A course of conduct directed at a specific person that would cause a reasonable person to: fear for their safety or the safety of others; or suffer substantial emotional distress. This includes cyber-stalking, a particular form of stalking in which electronic media is used to pursue, harass, or make unwelcome contact with another person. Stalking may involve individuals who are known to one another or have an intimate or sexual relationship, or may involve individuals not known to one another.

Retaliation

Acts or attempts to retaliate or seek retribution against the Reporting Party, Responding Party, or any individual or group of individuals involved in the investigation and/or resolution of an allegation; including subjecting a person to an adverse employment or educational action because they made a complaint under any portion of this policy or responded to, assisted or participated in any manner in an investigation under this policy. Any individual or group of individuals, not just a party, can retaliate against another person. Retaliation may include continued abuse or violence and other forms of harassment.

Retaliation allegations may be consolidated with other forms of prohibited conduct under this Policy if the facts and circumstances significantly overlap. If the facts and circumstances do not significantly overlap, then NBSS retains discretion to adjudicate the allegation under a different but appropriate policy.

Appendix D: Family Educational Rights and Privacy Act (FERPA)

North Bennet Street School's Policy Under the Family Educational Rights and Privacy Act (FERPA)

Definitions

For purposes of this policy, the School will use the following definitions or terms:

Student: Any person who attends or has attended this School.

Education Records: Any record (in handwriting, print, tape, film, digital or other medium) maintained by the School, or an agent of the School, which is directly related to a student except:

1. A personal record kept by a staff member, if it is kept in the personal possession of the individual who made the record, and information contained in the record has never been revealed or made available to any other person except the maker or their temporary substitute;
2. The records of an employee who is also a student, but whose employment is not contingent on the fact that they are a student. Only records used solely in relation to the individual's employment are excluded under this provision;
3. Records which contain information about the student only after they are no longer in attendance at the School, and the records do not relate to the person during the period of being a student.

Annual Notification

1. Students will be notified of their FERPA rights annually in the Student Handbook.
2. First-year students will be provided notification of their FERPA rights by means of the Student Handbook.

Procedure to Inspect Education Records

Students may inspect and review their educational records upon request to the custodian in charge of the desired record. The custodian will make the needed arrangements for access as promptly as possible and notify the students of the time and place where the records may be inspected. In no case will the requested meeting be more than thirty days from the receipt of the request. When a record contains information about more than one student, the student may inspect and review only those records that relate to the student.

Right of School to Refuse Access to Records

This institution reserves the right to refuse the student the right to inspect the following records:

1. The financial statement of the student's parents;
2. Letters and statements of recommendation for which the student has waived their right of access, or which were placed in the file before January 1, 1975;
3. Records connected with an application to attend this institution, or a branch of this institution, if that application was denied;
4. Those records which are excluded from the FERPA definition of educational records. These include those defined at the top of Appendix D, and include personal records of instructors, alumni records, etc.

Type, Locations, and Custodians of Educational Records During Student's Enrollment
(The address for all of the below is that of the institution.)

Type	Location	Custodian
Admissions Records	Provost Office	Academic Administrator
Cumulative Academic Records	Provost Office	Academic Administrator
Financial Aid Records	Financial Aid Office	Director of Financial Aid
Placement Records	Career Services Office	Director of Student Support & Career Services
Progress Records (In-School Office)	Instructor/Provost Office	Instructor or Provost

Disclosure of Educational Records

This institution will disclose information from a student's educational records only with the consent of the student, except:

1. To school officials who have legitimate educational interest in the records. A school official is:
 - A person employed by the School in an administrative, supervisory, academic, research, or support staff position;
 - A person employed by or under contract to the School to perform specific tasks, such as an auditor, consultant, or attorney.

A school official has a legitimate educational interest if the official is:

- Performing a task that is specified in their position description, or by a contractual agreement;
- Performing a task relating to the student's education;
- Performing a task relating to the discipline of a student;
- Providing a service or benefit relating to the student or student's family, such as counseling, job placement, or financial aid.

2. To officials of another school upon request if the student seeks or intends to enroll at that institution. These records will be forwarded upon request.
3. To certain officials of the office of the United States Attorney General, United States Department of Education, the Comptroller General, State and local educational authorities in connection with State or Federally supported educational programs.
4. In connection with the student's request for, or receipt of, financial aid necessary to determine the eligibility, amounts or conditions of the aid.
5. If required by state law requiring disclosure that was adopted before November 19, 1974.
6. To organizations conducting certain studies for or on behalf of the institution.
7. To accrediting commissions to carry out their functions.
8. To parents who claim the student as a dependent for income tax purposes; or when the student is younger than 21 years of age, in cases of violation of laws or policies governing the use or possession of alcohol or a controlled substance.

9. To comply with a judicial order or lawfully ordered subpoena.
10. To appropriate parties in health or safety emergencies.
11. To the victim of an alleged perpetrator of a crime of violence or non-forcible sex offense, the outcome of prior disciplinary proceedings.

Record of Request for Disclosure

This institution will maintain a record of all requests for and disclosures of information from a student's educational records. The records will indicate the name of the party making the request, and the additional parties to whom it may be disclosed, and the legitimate interest the party had in requesting or obtaining the information. This record may be reviewed by the student.

Directory Information

This institution designates the following information as directory information. (Directory information is that information of a general nature, the release of which is not considered to violate privacy rights.) The institution may disclose any of these items without prior, written consent, unless notified in writing to the contrary within two weeks after the student has begun school.

- Student's name
- Address
- Telephone Number
- Date and place of birth
- Program of study
- Participation in officially recognized activities
- Dates of attendance
- Degrees and certificates awarded
- Most recent, previously attended school

Correction of Educational Records

Students have the right to ask to have records corrected which they believe are inaccurate, misleading, or in violation of their privacy rights. The following are the procedures for the correction of records:

1. A student must ask the President in writing to amend a record. As part of the request, the student should identify the part of the record they want changed, and specify why they believe it to be inaccurate, misleading, or in violation of their privacy rights.
2. The institution may either amend the record or decide not to amend the record. If it decides not to amend the record, the institution will notify the student of its decision and advise the student of the right to a hearing to challenge the information believed to be inaccurate, misleading, or in violation of the student's privacy rights.
3. Upon request, the institution will arrange for a hearing and notify the student reasonably in advance of the date, place, and time of the hearing.
4. The hearing will be conducted by a hearing officer who is a member of the Board of Directors. The student shall be afforded a forum for the opportunity to present evidence relative to the issues raised in the original request to amend the student's educational records. The student may be assisted by other people, including an attorney.

5. The institution will prepare a written decision based solely on the evidence presented at the hearing. The decision will include a summary of the evidence and the reasons for the decision.
6. If the institution decides that the challenged information is not inaccurate, misleading, or in violation of the student's privacy rights, it will notify the student that they have the right to place in the record a statement commenting on the challenged information, and/or a statement setting forth the reasons for disagreeing with the decision. The statement will be maintained as part of the student's educational records, as long as the contested portion is maintained. If the institution disposes of the contested portion of the record, it must also dispose of the statement.
7. If the institution decides that the student is correct in alleging that the information is inaccurate, misleading, or in violation of the student's right of privacy, it will amend the record and notify the student in writing that the record has been amended.

Appendix F: Drugs & Alcohol Policy

DRUG AND ALCOHOL ABUSE POLICY (9/2015)

The Federal Government has passed a law (P.L. 101-226) which requires all institutions of higher education to have a Drug and Alcohol Abuse Prevention Program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. While the possession, use, or distribution of illicit drugs and alcohol has never been a problem at North Bennet Street School, the School's Board of Directors fully endorses the concept of a Drug and Alcohol Abuse Policy and requests your full attention and adherence to the material presented herein.

STANDARDS OF CONDUCT

The unlawful possession, use, or distribution of illicit drugs and alcohol are strictly forbidden at North Bennet Street School. This prohibition applies to all NBSS students and all employees, while they are on School property or a part of any School activity.

Use of illegal drugs and alcohol can have serious risks to your safety and health. All of these substances affect your judgment and ability to react in emergencies. They have no place when tools and machines are in use.

Any student who is required to take prescription medication that is, or contains, a controlled substance, or which could impair bodily functions, should notify their instructor. Any staff member who is required to take any such prescription medication should notify their supervisor.

1. Matters of safety and security are of primary importance to North Bennet Street School community. Students who do not respect the rules may jeopardize the safety of the community. Due to this fact, violations will be addressed through serious sanctions, including removal of a student from School.
2. No person may possess, use, serve, or consume alcoholic beverages on School property, with the exception of certain pre-arranged school, Board, or fundraising events for which a professional bartending service will be obtained.
3. No person under the age of 21, the legal drinking age in Massachusetts, may possess or use alcoholic beverages on School property, even at prearranged events such as those listed above. No individual may serve or otherwise provide alcohol to persons under the legal drinking age at prearranged events such as those listed above.
4. The consumption of alcohol during prearranged events will be restricted to designated rooms, in which School staff is present.
5. During and after prearranged events such as those listed above, at which alcohol is consumed, power equipment throughout the School will be shut off for the remainder of the day.
6. None of the above rules shall limit the School's right and responsibility to suspend or terminate any person for irresponsible behavior, including inconsiderate, discourteous and unsafe behavior, on School property or as part of any School activity.

As a requirement of federal law, in 1990 the NBSS Board of Directors issued a Drug and Alcohol Abuse Policy.

Alcohol is not permitted on School property.

On November 8, 2016, Massachusetts voters passed Question No. 4, a ballot initiative legalizing the use of marijuana by adults 21 years of age or older. As of December 15, 2016, adults in Massachusetts can grow or possess small quantities of marijuana for personal recreational use.

As a recipient of federal funding, however, North Bennet Street School must comply with current federal drug laws, which still classify marijuana as a controlled substance.

The use or possession of any amount of marijuana remains illegal on school property.

Additionally,

- students who possess or use drugs, alcohol, or any controlled substance or paraphernalia as defined by law, or
- have the smell of alcohol or drugs on their breath or person, or
- who otherwise appear to be under the influence of drugs or alcohol during school hours or present on school property or at a school-sponsored event will be subject to a warning and possible disciplinary action, which may result in suspension or termination.

Matters of safety and security are of primary importance to the North Bennet Street School community. Students who do not respect the rules may jeopardize the safety of the community and their remaining time at NBSS.

No smoking or vaping is allowed in the School building. Smokers outside the building should not stand within 20 feet of an entrance or below windows of the NBSS facility or any neighbors. Chewing tobacco is not allowed on school property.

COUNSELING, TREATMENT, REHABILITATION

The Director of Student Support & Career Services is a resource within the School for students and employees to receive confidential assistance for referral to counseling, treatment and rehabilitative services. [Appendix H](#) provides a basic list of counseling, support group and other human services in the Boston area. The Director of Student Support & Career Services can seek other and more specific services as individual situations demand. For drug, alcohol and related mental health assistance, the North End Waterfront Health Center is within easy walking distance of the School.

For people wishing to seek information and assistance apart from the School, one could start with one of the regional centers for healthy communities covering the cities and towns throughout Massachusetts. For a list see:

bmc.org/about/affiliates/BostonHealthnet-community-health-centers.htm

They attempt to promote physical, emotional and social health and well-being. You also may contact the following community-based organizations:

Metro Boston East	Mount Auburn Hospital (Cambridge)	(617) 492-3500
Metro Boston West	Wayside Youth and Family Support (Framingham)	(508) 879-9800
Merrimack Valley	Greater Lawrence Family Health Center (Lawrence)	(978) 686-0090
Metro Boston S.E.	Health Imperatives (Brockton)	(508) 583-3005
Western Mass	Holyoke Health Center (Holyoke)	(413) 420-2200

INSTITUTIONAL SANCTIONS

The importance of keeping North Bennet Street School drug free is such that the School wishes to make quite clear its sanctions concerning the unlawful possession, use, or distribution of illicit drugs and alcohol.

- Any student or staff member found to have violated a School policy concerning the prohibition of illicit drugs and alcohol will be given a disciplinary hearing and a written warning that will call for a suspension and/or termination for a second offense. A copy of the warning will be placed in their file.
- Anyone issued a formal warning for a violation of a School rule, may request a hearing with representatives of the NBSS Board of Directors to appeal this action. Such a request must be made to the President within 48 hours of the warning.
- Any student or staff member found to have violated federal, state or local laws pertaining to drugs or alcohol will be suspended immediately, and will be given a written notice of the suspension.
- Anyone suspended for violation of federal, state or local laws, will remain suspended until a formal disciplinary hearing is held (normally within three days) to determine final action. Usually this will involve termination of enrollment or employment, as well as notification of authorities for appropriate legal action.

LEGAL SANCTIONS

It is also important to clearly understand the legal sanctions for possession and distribution of illegal drugs. The following are Federal penalties and sanctions for illegal possession of a controlled substance.

1st conviction: Up to 1 year imprisonment and fined at least \$1,000 but not more than \$100,000, or both. After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500, but not more than \$250,000, or both. After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both. Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000, or both, if (a) 1st conviction and the amount of crack possessed exceeds 5 grams; (b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams; (c) 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram. 21 USC 844 (a) Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. 21 USC 853(a) (2) Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance. 21 USC 881(a) (4) Denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses. 21 USC 853(a)

In addition to Federal sanctions, the Commonwealth of Massachusetts has passed a law also called the Controlled Substances Act (Chapter 94C) which defines five classes of controlled substances, issues regulations for their use when prescribed by medical authorities, and specifies the penalties and sanctions for the unlawful possession, use, or distribution of controlled substances.

This law is far too lengthy to summarize fully here but can be accessed at malegislature.gov/Laws/GeneralLaws/PartI/TitleXV/Chapter94C. Any student or staff member wishing to review the law may request a downloaded copy from the Director of Student Support & Career Services.

As stated at the beginning of this policy, NBSS has never had a problem with the possession, use, or distribution of illicit drugs and alcohol. Adherence to the standards of conduct specified in this policy, and utilization of the resources available to students and staff for assistance if there is personal need, should ensure that NBSS continues to be a drug free school. An annual review of these policies and procedures will be made to monitor the progress of this Drug and Alcohol Abuse Policy, so that adjustments may be made as needed. The Board of Directors appreciates the attention placed on these important matters by NBSS students and staff. Suggestions related to drug and alcohol abuse prevention are welcome from everyone and can be transmitted through the Director of Student Support & Career Services.

Appendix G: Campus Security Policy

CAMPUS SECURITY POLICY AND PROCEDURES (8/2015)

The Student-Right-to-Know and Campus Security Act, Public Law 101-542, as amended in November, 1990, now requires each institution of higher education to publish policies and procedures concerning campus security. Although North Bennet Street School has had minimal difficulty with criminal acts, it is best practice for our School community to have published security policies and procedures, particularly since school campuses have experienced increased criminal activity in recent years. It is important that all of us in the NBSS community work effectively together for our collective security, and to this end we have established the following policies and procedures.

A) Reporting and responding to criminal actions:

The Director of Facilities is responsible for coordinating emergency response, reporting to police, and collecting information for internal records. The Receptionist will coordinate communication in emergencies. The Director of Facilities will maintain a file of all criminal activity.

In emergency circumstances, staff members or students may use the 911 button on any NBSS phone to call for emergency services. The Receptionist must also be called to either call emergency services or direct them when they arrive. It is essential for the Receptionist to be the center of communication.

To report a criminal act, students should speak immediately with their instructor or another staff member. Staff members should report criminal actions immediately to the Director of Facilities (or, in his absence, to the Provost or President) and should complete a written report with one of them. A complete description of what happened should be provided by the student and written down by the staff member. Quickly documenting the incident is important for subsequent reporting, follow-up actions, and record keeping. The Director of Facilities will maintain a file of all written reports on criminal activity.

Following a report of criminal activity, the Director of Facilities will determine what further response is necessary, which will include information gathering and requesting help from the Boston Police Department. In addition to the appropriate city, state, and federal legal actions that may result from criminal activity, the School's administration will determine what additional actions the School may take as a result. This will include informing staff and other students about the incident as quickly, fully, and accurately as possible. If a student or staff member becomes the victim of a criminal act, the School will attempt to provide support and assistance for that person, to the best of its ability.

In the unlikely event that a student or staff member is apprehended for a criminal offense, an immediate suspension will occur. This will be followed by a disciplinary hearing for final action. Such action may involve termination of enrollment or employment.

B) Building access and security:

The main entrance is unlocked from 7:00 am until 8:30 pm, Monday through Friday, except holidays, to facilitate student arrival. At all other times throughout the day students must use

their ID card at the card reader by the door or press the call button to contact the front desk in order to gain building access during regular building hours. Aside from the courtyard entrance, other doors are alarmed, and for emergency use only. (People already in the building can exit until 5:30 pm.) The building is occasionally open during the evening and on weekends. This information will be in the building calendar which is updated monthly.

- When the facility is not open, it is alarmed with a variety of security devices. Only designated staff members have keys and access to the security system. No one should attempt to enter the building except when it is officially open, unless they are with a staff member who is authorized to disarm the system.
- During normal operating hours, a staff member will be at the Front Desk to assist students, staff, and visitors to the School. When visitors are permitted, all visitors to the School must stop at Reception to sign in. Visitors will be issued a Visitor badge to be worn during their stay. Should a student or employee see an unaccompanied and unfamiliar person in the building without a Visitor badge, an administrative staff member should be alerted immediately.
- Students and employees are requested to leave the building no later than 5:30 pm each day so that it may be completely locked and the security system armed. At 5:30 pm the doors will be locked so that people may leave the building, but no one may enter. Only if extended hours are posted or by special arrangement, may people remain in the building after 5:30 pm.
- Entrances to the building, particularly the door leading to the parking lot, should never be propped open, except when actively loading or unloading.

C) Law enforcement at School facility:

Although NBSS may use third party security personnel at its facility, we must still seek assistance from the Boston Police Department if the need arises. In this regard, for our collective security, it is extremely important that everyone works quickly and efficiently to report all crimes promptly and accurately.

D) Promoting campus security:

Once each year, all students and staff members will receive copies of the current statement concerning Campus Security Policies and Procedures. At student orientations and staff meetings, students and staff members will be encouraged to understand these policies and procedures clearly, so that in the event of a crime, everyone is prepared. Should a criminal act occur, the entire School community will be informed about it and what actions have been taken, so that we can work collectively to avoid a recurrence in the future. If these campus security policies and procedures need to be changed, students and staff will be notified of those changes immediately. Students and employees may be notified of security emergencies by text. Please make sure that the Academic Administrator has any updated contact information necessary such as cell phone number as well as email address, so that we may add you to the emergency text and email system.

E) Prevention programs:

The most likely crimes that might occur at the NBSS facility or at NBSS field sites are the theft of individual's tools or personal effects, or the burglary at night of the NBSS facility to steal tools and equipment. The School's security devices are designed to prevent the latter. To protect each person's property, instructors will discuss prevention steps with each class of students. In general, it is important for everyone to get to know people in the School, particularly in one's program,

and to communicate well. In this way a stranger can be identified easily and asked to leave the building quickly if they do not have a legitimate reason for being here.

Students and staff are expected to always respect other people's property and to never use something owned by another person without permission. Furthermore, students are responsible for keeping track of their own tools and storing them in a secure location.

F) Statistics on criminal acts:

The Federal Government requires that statistics be recorded, and made available to staff, students, and applicants for enrollment or employment as may be requested, on the following criminal activities that might occur at the School facility and as a part of School field work, trips or other activities: murder, rape, robbery, aggravated assault, burglary, and motor vehicle theft. The Director of Facilities will maintain such statistics which will be made available upon request.

G) Off-campus activities:

These policies and procedures apply to field work, field trips and any other activities sponsored by the School which may be away from the facility.

H) Statistics on drug, alcohol and weapons violations:

The Federal Government also requires that statistics be recorded and made available to staff, students and applicants for enrollment or employment as may be requested, on violations and crimes concerning the unlawful possession, use, or distribution of illicit drugs, alcohol or weapons at the School's facility or at any other School sponsored activity. The Director of Facilities will maintain such statistics, which will be made available upon request.

I) Policies regarding weapons, drugs and alcohol:

1. The possession of a weapon, whether legal or not, is strictly forbidden at NBSS facilities.
2. The unlawful possession, use, distribution, or odor of alcohol and illicit drugs, including marijuana, is strictly forbidden at NBSS as well.
3. These above prohibitions apply to all NBSS students and all NBSS employees, while they are on School property or a part of any School activity.
4. A separate Drug and Alcohol Abuse Policy document ([Appendix F](#)) is issued to all students and employees on an annual basis, which covers standards of conduct, health and safety risks, counseling, treatment, rehabilitation, institutional sanctions and legal sanctions related to the unlawful possession, use, or distribution of illicit drugs and alcohol. This policy is an important companion to the document on Campus Security Policies and Procedures.

Please note: Emergency preparedness information may be obtained from the Director of Facilities & Technology.

Appendix H: Health and Support Service Providers

Boston Area Information: A Listing of Health & Support Service Providers for Students in the Boston Area

Support Groups

Alcoholics Anonymous: support group for alcoholics seeking sobriety.
617-426-9444 | aaboston.org

New England Region of Narcotics Anonymous: support group for drug users seeking support to get and stay clean. 866-NA-HELP-U (866-624-3578) | nerna.org/

The Samaritans: an organization dedicated to preventing suicide, and providing support to those who have lost a loved one to suicide. Helpline: 877-870-4673 Information:
617-536-2460 | samaritanshope.org

The Hill Center for Women at McLean Hospital: center offering psychiatric and psychological services for women with histories of trauma and related disorders, borderline personality, mood, and anxiety disorders. 617-855-2595 | mcleanhospital.org/programs/hill-center-women

Crisis Hotline

Suicide and Crisis Lifeline: Free crisis hotline available by phone or text with services in English or Spanish. Dial 988

Massachusetts Behavioral Health Help Line: Full range of treatment services for mental health and substance use offered in Massachusetts, including outpatient, urgent, and immediate crisis care. Call or Text 833-773-2445 | online chat masshelpline.com

National Suicide Prevention Lifeline: A network of local crisis centers that are available 24/7 to provide support for youth and adults who are in any kind of emotional crisis. 1-800-273-8255
Spanish Language: 1-866-628-9454 | Deaf and Hard of Hearing: 1-800-799-4889 | Veterans:
1-800-273-8255 | Disaster Distress: 1-800-985-5990

The Trevor Project: A 24/7 crisis intervention and suicide prevention hotline for LGBTQ youth ages 13-24. Text "Trevor" to 1-202-304-1200 | thetrevorproject.org/

Basic Needs and Community Support

An online listing of community fridges throughout the greater boston area.
<https://boston.eater.com/maps/community-fridges-boston>

Catholic Charities Greater Boston: offering basic needs support such as shelter, elder services, interpretation support, and family care. | ccab.org

Lifeboat Boston

A community market food pantry that provides fresh, nutritious food to anyone experiencing food insecurity.

<https://www.lifeboatboston.org/>

Health and Counseling

Massachusetts Health Connector: the state's marketplace for health and dental insurance. Shop for and enroll in insurance plans. You can also find out if you are eligible for any programs that help you pay for health insurance premiums and lower your out-of-pocket health care costs. | mahealthconnector.org

Center for Disease Control (CDC): provides AIDS, STD, Immunization Information, and HIV counseling and testing numbers. 800-232-4636 | cdc.gov

Massachusetts Behavioral Health Helpline: Connects callers directly with clinical help. Free, confidential, and no health insurance required. Available in multiple languages. call or text 833-773-2445 | masshelpline.com

Children and Adults with Attention Deficit Hyperactivity Disorder (CHADD): Support groups, treatment information, education, and advocacy. | chadd.org

National Alliance on Mental Illness (NAMI): Provides information on treatment, education, and support for a variety of mental health issues including suicide prevention. nami.org/home

Therapy Den: An online community of mental health professionals seeking to make the experience of finding a therapist easy. therapyden.com

Neurodivergent Therapist Directory: A directory created to help neurodivergent clients find neurodivergent therapists. ndtherapists.com

Inclusive Therapists: A social justice and liberation-oriented mental health directory, community, and resource hub. inclusivetherapists.com

Find Help: Find free or reduced-cost resources like food, housing, financial assistance, health care, and more. findhelp.org

AIDS Action Committee: providing prevention programs and services for people living with HIV. 617-437-6200 | aac.org

Bay Cove Human Services: provides care to individuals with developmental disabilities, mental illness, and drug and alcohol addiction. 617-371-3000 | baycove.org

Boston Area Rape Crisis Center: free counseling and support groups for victims of sexual assault. 800-841-8371 | barcc.org

Massachusetts Substance Abuse Helpline: provides free and anonymous information and referral for alcohol and other drug abuse problems. 800-327-5050 | helpline-online.com

Cambridge Health Alliance: offers mental health services and a range of medical services to income-eligible applicants at no fee. 617-665-1000 | challiance.org

Emerge: provides counseling and education to stop domestic violence. 617-547-9879 | emergedv.com

Faulkner Hospital's Addiction Recovery Program: offers both inpatient and outpatient programs for people with substance abuse problems. 617-983-7474 (outpatient), 617-983-7060 x2 (inpatient) | brighamandwomensfaulkner.org/programs-and-services/addiction-recovery-program

Fenway Community Health Center: offers comprehensive medical services to enhance the wellbeing of the lesbian, gay, bisexual and transgender community and all people in our neighborhoods and beyond through access to the highest quality health care, education, research and advocacy. 617-267-0900 | fenwayhealth.org

National Alliance on Mental Illness (NAMI) Massachusetts: operated by peers and family members who have dealt with these issues first hand. Navigators are available to answer a wide range of questions and refer to NAMI support & education programs and other community resources. Monday through Friday, 9am-5pm 617-704-6264 or 1-800-370-9085 or compass@nanimass.org | nanimass.org/nami-mass-compass-helpline

North Charles Institute: mental health and substance abuse treatment services. 617-864-0941 | northcharles.org

NEW Health (North End Waterfront Health Center): provides medical, podiatry, dental, optometry, mental health services, home care, x-rays. Sliding fee available. Counseling available on a regular scheduled basis. Evaluation and referral. Insurance counseling for Health Connector sign up. 617-643-8000 | newhealthcenter.org/

Respond, Inc.: provides services for battered women, men and their children. 617-623-5900 | respondinc.org

Sexual Assault Crisis Center at Beth Israel Deaconess Hospital: 24-hour emergency room treatment and support and follow-up counseling. 617-667-8141 | bidmc.org/centers-and-departments/social-work/center-for-violence-prevention-and-recovery/sexual-assault

Tufts Dental Clinic: an undergraduate and graduate level clinic staffed by students under the supervision of licensed faculty dentists. 617-636-6828 | dental.tufts.edu/patient-care

Women's Center: phone referral resources for counseling, health problems, legal matters, and women's issues. Job listings, housing to share listings, women's support groups, incest survivor groups, programs for lesbian and bisexual women, programs for transgender women who identify themselves and live as women, and more. 617-354-8807 | cambridgewomenscenter.org

Child Care

Massachusetts Office of Child Care Services: information on licensed daycare providers and child care centers in MA. 617-988-6600 | mass.gov/edu/government/departments-and-boards/department-of-early-education-and-care

Sitters For Scholars

Provides free babysitting sessions to low-income parents enrolled in college or certificate programs.

<https://www.sittersforscholars.org/>

Helpful Information

MBTA: maps, schedules and information, 617-222-3200 | www.mbta.com

Boston City Hall: 617-635-4000 | www.cityofboston.gov

Gay, Lesbian, Bisexual and Transgendered Help Line: 617-267-9001; toll-free: 1-888-340-4528.
Peer Listening Line (for ages 25-years-old and younger): 1-800-399-7337 |

American Student Assistance: private nonprofit dedicated to educating students about the way they approach, finance, and repay their higher education. 1-866-493-5563 | asa.org

Greater Boston Legal Services: information/free or reduced-fee legal services on civil cases.
617-371-1234 | gbls.org

Volunteer Lawyers for the Arts of Massachusetts: reduced-fee and pro-bono legal services.
617-350-7600 | <https://artsandbusinesscouncil.org/vla/>

Massachusetts Tenants Rights and Responsibilities:
mass.gov/courts/case-legal-res/law-lib/laws-by-subj/about/landlord.html

Disability Services Information

New England INDEX: an information center for locating appropriate disability services.
800-642-0249 | disabilityinfo.org

City of Boston Disabilities Commision: Increase opportunities for people with disabilities by facilitating full and equal participation in all aspects of life within the City of Boston.
<https://www.boston.gov/departments/disabilities-commission>

Veterans Services

Massachusetts Department of Veterans' Services: Information and links to benefits available through a variety of organizations.
mass.gov/orgs/massachusetts-department-of-veterans-services

City of Boston Veterans Services: Benefits, Legal, and support services.
617-635-3026 | <https://www.boston.gov/departments/veterans-services/resources-veterans>

Appendix I: Responding to Allegations of Harassment or Discrimination

NBSS broadly prohibits harassment or discrimination by or against faculty, staff, students, visitors, and contractors when the conduct occurs on NBSS' premises or in the context of NBSS' employment, education, or other NBSS' sponsored program. This includes harassment or discrimination based on race, religion, sex, national or ethnic origins, shared ancestry, sexual orientation, sex characteristics, pregnancy or related conditions, gender identity, veteran status, disability, or any other protected category. If the harassment or discrimination is conducted by a visitor to NBSS campus, NBSS reserves the right to ask them to leave immediately or as soon as notified of the behavior. If the discrimination or harassment is conducted by a contractor or another individual on NBSS' campus to perform a specific service, NBSS reserves the right to cancel or revoke any relevant contract if the behavior is not ended immediately upon the individual being provided notice, which may be written or oral. Please note that this policy does not apply to sexual misconduct, which is defined and adjudicated under [Appendix C](#).

Discrimination or harassment under this policy refers to unequal, unfair, or targeted treatment of a person because of their membership in a protected category, as discussed above. This typically takes one of two forms: direct discrimination and/or harassing behavior that creates a hostile environment. Harassment in this context is unwelcome conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and so severe or pervasive that it limits or denies a person's ability to participate in or benefit from NBSS' education program or activity.

In assessing such conduct, NBSS will seek to determine whether the behavior, if proven, results in an adverse action or negatively impacts the conditions of an individual's education, employment, or otherwise denies or limits participation in NBSS' programs, services, or activities. Each allegation of discrimination or harassment is assessed on a fact-specific basis. Conduct that is isolated or may be merely annoying may not constitute discrimination or harassment in this context. Similarly, NBSS does not intend for its policies to inhibit or restrict free speech or expression. Knowingly and deliberately filing a false complaint is prohibited, however, a complaint that is not proven is not the same as filing a false complaint.

NBSS encourages all parties to participate fully and honestly in any proceeding under this process. Non-participation by either party does not prevent the process from moving forward unless it would interfere with NBSS' ability to assess the allegations at issue. Employees are required to participate in NBSS' investigation process, including by attending all scheduled meetings and proceedings as a party or a witness. Failure to cooperate for an interview, refusal to provide relevant information and documentation as requested or actively choosing not to participate in any other component of the process as requested is considered a breach of responsibility and may result in formal discipline, up to and including termination of employment, suspension of enrollment, or association with NBSS.

NBSS takes all reports of discrimination and harassment seriously. If reported conduct falls within the jurisdiction of this process, it will typically be addressed as described below. There may be instances in which certain aspects of the process do not apply and, in those cases, NBSS will respond as appropriate. If the matter does not fall within the purview of this process, even if proven, the matter will be addressed as appropriate, including but not limited to referral to another office. If harassment is proven to have occurred under this process, NBSS will take action to stop the behavior, remedy the effects of such behavior, and prevent it from recurring.

Cases involving discrimination and harassment can be very sensitive to the parties and witnesses. The participants should treat the process and the underlying allegations as sensitive and private and should not disclose details of the process to others.

Typical Process

1. Initial Assessment

Upon receiving a report, NBSS will consider the relevant information provided to evaluate the allegation including, but not limited to, whether it occurred in an NBSS program or activity, whether NBSS has any jurisdiction over the alleged perpetrator of the behavior, and whether the allegations, if true, would rise to a violation of the policy. NBSS may conduct limited fact-finding to determine if a further investigation is justified. NBSS typically requires a written complaint to be filed, but this requirement can be waived in appropriate circumstances.

If the behavior does not implicate a policy or is otherwise not appropriate for investigation, NBSS will inform the individual who made the complaint and explain why it is not appropriate for investigation. If it is determined that the alleged behavior implicates an NBSS policy and is appropriate for investigation, NBSS will provide notice to the parties and the options for proceeding. This could include informal resolution options to the parties, as appropriate, as well as a more formal investigation process. If the behavior alleged creates a health or safety concern or is creating an unsafe environment, NBSS may decide to move forward to investigation even without a complaint filed.

2. Informal Resolution

NBSS has the discretion to determine whether an informal resolution is appropriate. Please note that informal resolution is not appropriate for all cases and will be offered solely at the discretion of NBSS. NBSS may also decide to end the informal resolution process at any time if it becomes abusive, reaches an impasse, or NBSS determines it is no longer appropriate. For example, NBSS typically will not offer informal resolution if there is a power imbalance between the parties or the underlying behavior creates a broader risk for the NBSS community.

The format of any informal resolution process will be chosen by NBSS and as appropriate to the circumstances. Forms of informal resolution may include the provision of educational conversations, supportive measures to address the individual impacted by the behavior, restorative justice, facilitated conversations, and mediation. The terms of any informal resolution agreement are subject to the review and approval of NBSS prior to finalization. The informal resolution process is voluntary for both parties and engaging in the informal resolution process is not an admission of responsibility.

Once a complaint has been resolved through the informal resolution process, the matter will be closed. If a term of the informal resolution agreement is breached, the information related to that breach may be submitted as evidence in a subsequent investigation involving the complainant and/or respondent. While NBSS may monitor the outcome of an informal resolution process, it will not utilize punitive measures to enforce an informal resolution agreement. A decision to more formally investigate a matter in which one party is alleged to have breached an informal resolution is not considered punitive or retaliatory.

3. Formal Investigation and Determination

If NBSS determines a case is appropriate for investigation and informal resolution is not an effective option, NBSS will initiate a complaint. The only person who will be considered the “complainant” will be the individual who experienced the behavior directly. The person accused of committing the discrimination or harassment will be referred to as the “respondent.”

Once it is determined that an investigation is proper, both parties will be provided written notice of the complaint. This notice may not necessarily be the complaint filed with NBSS, but NBSS will ensure that its notice includes the allegations made, the policy implicated, and the prohibition against retaliation for all parties. The notice will also include the avenue to request supportive measures, as appropriate. Supportive measures can be provided to any party or a witness to maintain the status quo during an investigation. In limited circumstances, NBSS may remove an individual from a class, a group, or some other activity if their presence will risk harm to the NBSS community. In such circumstances, NBSS will provide the party removed with notice of why they are being removed as an interim measure and an opportunity to appeal.

Following notice, an individual will be appointed to serve as an investigator. The investigator may be an internal staff member or an external vendor if the nature of the allegations justifies an outside actor. Given NBSS’ small size, NBSS will do all it can to avoid bias and conflict of interest in such processes.

Once appointed, the Investigator may conduct interviews with and request relevant documents, emails, text messages, or other records from the parties, witnesses, or any other individuals or offices that may have relevant information. Parties will be given at least two (2) business days’ notice of an investigation related meeting. Failure to respond to notice of a meeting or to attend a previously scheduled meeting will not halt or delay the investigative process and may result in a determination being made without the party’s or witness’s information being considered.

Once relevant information has been collected and the investigator and NBSS are satisfied that the investigation was thorough, the investigator will determine whether there existed a preponderance of the evidence that the behavior occurred. The investigator will make this determination in conjunction with another member of the NBSS community designated for this reason. NBSS will then communicate this outcome, as appropriate, to the parties. Please note that, because of student and employee privacy laws, NBSS may not be able to provide certain information that is protected. NBSS will state whether the allegations were proven or not and, as appropriate, will share the sanctions. For example, if there is an allegation that an individual targeted another individual and the accused individual is removed from NBSS, that information may be shared so that the impacted individual can re-engage at NBSS. Alternatively, if NBSS were to assign a more personalized sanction, e.g., substance abuse training, that may not be shared. There also may be situations in which NBSS shares some aspect of the sanction but not all. NBSS will rely on state or federal law, as well as institutional policy, in guiding such decisions.

Discipline or sanctions will only be assigned after an individual is found responsible for a policy violation. NBSS strives to provide discipline that is proportionate to the frequency and severity of the conduct. Discipline will be designed to remedy the policy violation and prevent the recurrence of the prohibited conduct. Examples of discipline that may be issued include, without limitation, a requirement not to repeat or continue the discriminatory or harassing conduct; a requirement to participate in training; an oral or written reprimand; denial of a merit pay increase or promotion; reassignment; probation; and suspension, expulsion, termination, or other separation from NBSS.

4. Standard of Proof

In all stages of the process, NBSS will apply the preponderance of the evidence standard when determining whether a policy has been violated. The totality of the circumstances will be considered in this determination.

5. Appeal

Appeals must be based on one or more of the following limited grounds:

- Substantial procedural error that materially affected the outcome;
- New evidence that is relevant, was not reasonably available at the time of the investigation, and that could affect the outcome of the matter; and/or
- Evidence of bias on the part of any decisionmaker in this process that affected the outcome.

Please note that appeals must be directed to the Director of Student Services and must state exactly (1) what the basis of appeal is, and (2) how it affected the outcome. NBSS reserves the right to dismiss any appeal that does not satisfy both grounds. For example, an appeal that describes a procedural inconsistency that did not impact the outcome may be dismissed by NBSS. Once received, NBSS will designate an individual, either within NBSS or external, that will separately consider the appeal and determine the appropriate outcome, which could include denying the appeal, requesting additional investigation, or overturning the outcome with a directive for further action. NBSS will ensure that the individual serving this role is trained on this process and their role.

Appendix K: Hazing Law and Disciplinary Policy

GENERAL LAWS OF MASSACHUSETTS

Chapter 269: Section 17. Hazing; organizing or participating; hazing defined.

Section 17. Whoever is a principal organizer or participant in the crime of hazing, as defined herein, shall be punished by a fine of not more than three thousand dollars or by imprisonment in a house of correction for not more than one year, or both such fine and imprisonment.

The term "hazing" as used in this section and in sections eighteen and nineteen, shall mean 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.

Notwithstanding any other provisions of this section to the contrary, consent shall not be available as a defense to any prosecution under this action. *(Amended by 1987, 665.)*

Chapter 269: Section 18. Failure to report hazing.

Section 18. Whoever knows that another person is the victim of hazing as defined in section seventeen and is at the scene of such crime shall, to the extent that such person can do so without danger or peril to himself or others, report such crime to an appropriate law enforcement official as soon as reasonably practicable. Whoever fails to report such crime shall be punished by a fine of not more than one thousand dollars. *(Amended by 1987, 665.)*

Chapter 269: Section 19. Copy of sections 17-19; issuance to students and student groups, teams and organizations; report.

Section 19. Each institution of secondary education and each public and private institution of post secondary education shall issue to every student group, student team or student organization which is part of such institution or is recognized by the institution or permitted by the institution to use its name or facilities or is known by the institution to exist as an unaffiliated student group, student team or student organization, a copy of this section and sections seventeen and eighteen; provided, however, that an institution's compliance with this section's requirements that an institution issue copies of this section and sections seventeen and eighteen to unaffiliated student groups, teams or organizations shall not constitute evidence of the institution's recognition or endorsement of said unaffiliated student groups, teams or organizations.

Each such group, team or organization shall distribute a copy of this section and sections seventeen and eighteen to each of its members, plebes, pledges or applicants for membership. It shall be the duty of each such group, team or organization, acting through its designated officer, to deliver annually, to the institution an attested acknowledgment stating that such group, team or organization has received a copy of this section and said sections seventeen and eighteen, that each of its members, plebes, pledges, or applicants has received a copy of Sections 17 and 18, and

that such group, team or organization understands and agrees to comply with the provisions of this section and sections seventeen and eighteen.

Each institution of secondary education and each public or private institution of post secondary education shall, at least annually, before or at the start of enrollment, deliver to each person who enrolls as a full time student in such institution a copy of this section and sections seventeen and eighteen.

Each institution of secondary education and each public or private institution of post secondary education shall file, at least annually, a report with the regents of higher education and in the case of secondary institutions, the board of education, certifying that such institution has complied with its responsibility to inform student groups, teams or organizations and to notify each full time student enrolled by it of the provisions of this section and sections seventeen and eighteen and also certifying that said institution has adopted a disciplinary policy with regard to the organizers and participants of hazing, and that such policy has been set forth with appropriate emphasis in the student handbook or similar means of communicating the institution's policies to its students. The board of regents and, in the case of secondary institutions, the board of education shall promulgate regulations governing the content and frequency of such reports, and shall forthwith report to the attorney general any such institution which fails to make such report. (Amended by 1987, 665.)

REPORTING AND DISCIPLINARY ACTION IN CASES OF REPORTED HAZING

1. Any student who is the victim of hazing or anyone with knowledge of the hazing of another student, should report the alleged activity to the Provost or another staff member with whom they feel comfortable. Any person receiving such reports must notify the Provost without screening or investigating the report or complaint.
2. The Provost shall immediately investigate, or authorize another person to investigate, the report or complaint. This investigation may consist of personal interviews with those directly involved and those who have direct knowledge of incidents related to the alleged hazing. The investigation may also include other methods of investigation and documents deemed pertinent. Based on this investigation, the Provost will determine the facts and circumstances of the alleged hazing.
3. The School may take immediate steps, at its discretion, to protect the alleged victim of hazing.
4. The School will take such action, as appropriate, based on the results of the investigation, including, but not limited to, reporting possible violations of applicable state and federal law to appropriate authorities. The School will take such disciplinary action it deems necessary and appropriate, including warning, suspension or immediate discharge to end hazing and prevent its recurrence.
5. The Provost will file a written report of any such investigation and action taken pursuant to this policy. The report will document any disciplinary action taken as a result of the report or complaint.

Appendix L: Computer & Internet Use Policy

Policy on student use of NBSS computer terminals and internet access

This document formalizes the policy for student use of computers, printers, and other peripherals, programs, data, School internet access and local/wide area networks.

- I. **User Responsibilities:** It is the responsibility of all students to read, understand and follow this policy. In addition, all student users are expected to exercise reasonable judgment in interpreting this policy and making decisions about the use of this equipment and software. Failure to observe this policy may subject individuals to disciplinary action, including termination of enrollment.
- II. **Acceptable Uses:** The School believes that computers and School-hosted internet access empowers students and makes their work and educational experience more fulfilling. These tools have been made available to further educational and career goals. This includes job searches, research in our fields of training and in related fields, and composition of resumes and cover letters. The use of School computers and Internet access for personal email and internet activity should be limited to brief periods.
- III. **Unacceptable Uses of School Computers and Internet Access:** Unless such use is reasonably related to the intended primary educational and vocational purposes above, it is unacceptable for any student to use the School's computers and internet access. Unacceptable uses include but are not limited to:
 - In the furtherance of any illegal act, including the violation of any criminal or civil laws or regulations, whether state or federal;
 - For any political purpose;
 - For any commercial purpose;
 - To send threatening or harassing messages, whether sexual or otherwise;
 - To access or share sexually explicit, obscene, or otherwise inappropriate materials;
 - To infringe any intellectual property rights;
 - To gain, or attempt to gain, unauthorized access to any computer or network;
 - For any use that causes interference with or disruption of network users and resources, including propagation of computer viruses or other harmful programs;
 - To intercept communications intended for other persons;
 - To misrepresent the School or a person's role at the School;
 - To distribute chain letters;
 - To access online gambling sites;
 - To libel or otherwise defame any person;
 - To monopolize or inhibit others from using the School's internet access.
- IV. **Copyright Protection:** Computer programs are valuable intellectual property. Software publishers can be very aggressive in protecting their property rights from infringement. In addition to software, legal protections can also exist for any information published on the internet, such as the text and graphics of a website. As such, it is important that users respect the rights of intellectual property owners. Users should exercise care and judgment when copying or distributing computer programs or information that could reasonably be expected to be copyrighted.

- V. **Computer Viruses:** All computer users should exercise reasonable precautions in order to prevent the introduction of a computer virus into the local or wide area network. No software should be downloaded from the internet or obtained from any questionable source.
- VI. **No Expectation of Privacy:** The computers and internet access at North Bennet Street School are the property of the School and are to be used in conformance with this policy. When reasonable and in pursuit of legitimate need for supervision and control, the School retains the right to inspect any computer, any data contained in it, and any data sent or received by that computer. Use of the School's computers and hosted internet access constitute express consent for the School's network administrator to monitor and/or inspect any data that employees or students create or receive, any messages they send or receive, and any websites that they access.

Appendix M: Safety and Publicity Release Forms and Health and Safety in relation to COVID-19 and other illnesses: Acknowledgement and Release Form

NORTH BENNET ST. SCHOOL

SAFETY RELEASE FORM

Date **Program (circle one):** BB CA CF JM LK PA PC PT VM

I hereby release North Bennet Street School and all of its instructors and employees from all responsibilities in case of accident incurred by me either on or off the premises, in the course of my instruction at North Bennet Street School.

I understand that it is my responsibility to know and understand all safety precautions in the use of hand and power equipment used both on and off the premises, in the course of my instruction at North Bennet Street School.

Signature of Student

Printed Name

PUBLICITY RELEASE

I agree to have my name, accomplishments, and hometown listed in publicity or press releases about the School. Occasionally, the School arranges for photographs or videos for publicity and other purposes. I hereby agree to allow North Bennet Street School to include me and/or my work in any photographs or video taken during the course of my training.

Signature of Student

Printed Name

POST-GRADUATION PUBLICITY RELEASE

I give permission for NBSS to use my name, pictures of me, and any approved profile information or testimonial in print and online material used to promote the school once I graduate.

Signature of Parent/Guardian

Printed Name

SCHOLARSHIP PUBLICITY RELEASE

I give permission for NBSS staff to contact me about any scholarship support received through the School.

Signature of Parent/Guardian

Printed Name

HEALTH AND SAFETY IN RELATION TO COVID-19 and other illnesses: ACKNOWLEDGEMENT AND RELEASE

North Bennet Street School's current health and safety protocols are available at nbss.edu/student-life/health-safety. Please read and familiarize yourself with this information before completing the following form. You may have already completed this form on the Incoming Student Information Form, which can be found at:
<https://nbss.edu/admissions/new-student-info/>

North Bennet Street School will implement practices and protocols consistent with applicable federal, state, and municipal guidelines for physical distancing, health, and safety to reduce the spread of COVID-19 and other respiratory illnesses; however, I understand that NBSS cannot guarantee that I will not become infected with COVID-19 or other respiratory illnesses. I acknowledge the contagious nature of COVID-19 and other respiratory illnesses and voluntarily assume the risk that I may be exposed to or infected by COVID-19 or other respiratory illnesses by attending NBSS.

I understand that the risk of infection by COVID-19 or other respiratory illnesses may result from the actions, omissions, or negligence of myself and others and I voluntarily agree to assume this risk and hold harmless NBSS, its employees, agents, and representatives in the event that I contract COVID-19 or other respiratory illnesses.

I agree to abide by the practices and protocols that NBSS has or will be established to protect the community from COVID-19 and other respiratory illnesses.

Signature of Student

Printed Name

Date

Appendix N: Transcript Request Form

Please email, mail, drop off this completed form to North Bennet Street School. You may also request a transcript online through our website [here](#) or via [this google form](#). Please allow at least one (1) week for processing your request.

Email: info@nbss.edu

Mail: ATTN: Academic Administrator
North Bennet Street School
150 North Street
Boston, MA 02109

Note: All written information about a student during their enrollment at the School, including written references or evaluations, is part of that student's formal record. As such, it is made available to those outside the school only with the student's permission or at the student's request. This procedure is consistent with North Bennet Street School's policy under the Family Educational Rights and Privacy Act (FERPA), a copy of which is attached as [Appendix D](#) to the Student Handbook.

Requested By:

Name: _____

Program (circle one): BB CA CF JM LK PA PC PT VM

Graduation Year: _____ Date of Birth: _____

Current Address: _____

Current Phone: _____ Mobile: _____

Current Email: _____

Transcript Recipient:

Name: _____

Address: _____

Email: _____

Delivery Method:

- Signed and Sealed; Delivered via USPS
- Digital Document: emailed to recipient indicated

Date needed by*: _____

- Please use additional pages if additional transcripts are needed.
- Please allow at least (1) week for processing your request. We will make every effort to meet your request if the date needed is less than a week away.

Appendix O: Change in Contact Information Form

CHANGE IN CONTACT INFORMATION

Please email, mail, drop off, or fax this completed form to North Bennet Street School:

Email: info@nbss.edu

Mail: ATTN: Academic Administrator
North Bennet Street School
150 North Street
Boston, MA 02109

Fax: 617-227-9292

Note: All written information about a student during their enrollment at the School, including written references or evaluations, is part of that student's formal record. As such, it is made available to those outside the school only with the student's permission or at the student's request. This procedure is consistent with North Bennet Street School's policy under the Family Educational Rights and Privacy Act (FERPA), a copy of which is attached as [Appendix D](#) to the Student Handbook.

Updated Student Information:

Full Name: _____

Program (circle one): BB CA CF JM LK PA PC PT VM

Graduation Year: _____

Current Address:

Current Phone: _____

Current Email: _____

Student Signature

Date

Appendix P: Auxiliary Aids and Academic Adjustments Request Form

AUXILIARY AIDS and ACADEMIC ADJUSTMENTS

North Bennet Street School is committed to maintaining a non-discriminatory environment and to providing equal access to all of its services, benefits, and facilities, regardless of any physical or mental disabilities a student may have. The School is committed to working with its students to arrive at appropriate accommodations for its students' needs, regardless of their disability.

Any student who is in need of a service, academic adjustment or auxiliary aid should contact the Auxiliary Aid and Academic Adjustment Coordinator, Claire Fruitman, Provost, to make such a request. The Coordinator is committed to working with the student to arrive at a workable resolution to a student's particular needs. The Coordinator will take the student's request under consideration and will provide a reply to the student within a reasonable time. Students may be required to provide documentation of their disability to verify the need for academic adjustments or auxiliary aids requested. The Coordinator may request permission of the student to speak with that student's physician, social worker, or other health care provider in order to arrive at an appropriate accommodation.

Requested By: _____ Date: _____

First name: _____

Last name: _____

Program (circle one): BB CA CF JM LK PA PC PT VM

Current Phone: _____

Current Email: _____

Please detail your reasonable requests for auxiliary aids and/or academic adjustments on the second page of this form and attach necessary documentation.

For office use only

Notes:

Auxiliary Aid and Academic Adjustment Coordinator Signature _____ Date _____

Faculty Signature _____ Date _____

AUXILIARY AIDS and ACADEMIC ADJUSTMENTS (page 2)

Please detail your reasonable requests for auxiliary aids and/or academic adjustments below and attach necessary documentation to this form.

Student Signature

Date

Submit form to Claire Fruitman, Auxiliary Aid and Academic Adjustment Coordinator, via email or mail:

Email: provost@nbss.edu

Mail: Claire Fruitman, Provost
North Bennet Street School
150 North Street
Boston, MA 02109

Appendix Q: Code of Student Conduct

NBSS Code of Student Conduct

NBSS is committed to creating and maintaining an equitable environment in which all members of the NBSS community are treated with respect and dignity. All NBSS faculty, staff, and students are expected to act in accordance with this principle.

While in school, you will be safely working in close quarters with others. You may or may not become friends with all your classmates. You will discover differences of opinion and differences in lifestyle among your fellow students. Your experience here will broaden your understanding of your future colleagues in the trade and is necessary for you to have a successful NBSS experience.

We understand the differences and diversity of our experiences include, but are not limited to, race, class, gender identity and expression, sexual orientation, national or ethnic origin, faith, religion, military or veteran status, and mental and physical ability.

As a member of the North Bennet Street School community, you will:

- Behave in a safe, mature, courteous, considerate, and responsible manner while on-campus, off-site, or during any virtual learning.
- Never exhibit or be complicit in disruptive, discriminatory, harassing, or bullying behavior.
- Abide by any CDC, federal, state, local and school health and safety guidelines related to respiratory illnesses.
- Act civilly, if and when a disagreement occurs.
- Be mindful about and never use words, phrases, and actions that may be offensive to others.
- Respect others, their property, their opinions, and their work.
- Be on time for class.
- Arrive at school each day prepared to work.
- Be mentally present at all times.
- Set realistic goals and follow through.
- Ask for help.
- Read the Student Handbook and adhere to all School policies.
- Report any incidents of unethical, unsafe, or hateful conduct to a faculty or staff member.

Questions? Contact the Office of Student Support & Career Services at studentsupport@nbss.edu or 617-227-0155 x112.

Appendix R: Disciplinary Process - Student Code of Conduct

I. Warning Process:

The student will receive verbal or written notice, after an appropriate review by the School, that the Student Code of Conduct has been violated. A notation of the warning may be reflected in the student's education record. Depending on the violation, immediate sanctions may be put in place. Future violations may result in progressively severe disciplinary actions.

Disciplinary actions consistent with the warning process may include loss or restriction of privileges, which may be discussed verbally and will be outlined in writing for the student and may be reflected in the student's education records. Failure to abide by the loss or restriction of privileges may result in further disciplinary action. The School reserves the right to combine the warning and probation processes, depending on the severity or seriousness of the conduct in question.

II. Probation Process:

The student will receive notification of probation in writing, and may be notified at the same time as notification of a warning, including the parameters of the probation (i.e. length and terms of probation), which will be determined on a case-by-case basis and depending on the review conducted by the School and/or the individual's disciplinary record. If a student is placed on probation, the student may continue enrollment at the School during the probationary period, although enrollment may be suspended for a period of time or terminated completely if the student is found to have additional violations of the Code of Conduct during their probationary period. A notation of the probation may be reflected in the student's education record.

III. Restoration of Good Standing:

Unless stated otherwise, at the end of the probationary or temporary suspension period, the student may resume work in their program. The student will be notified if there is any reason why they may not resume their work.

IV. Dismissal:

If it is determined that a student has violated a School rule as set forth in a policy or the Handbook, the School retains the right to dismiss them in accord with the relevant policy. If an individual creates an immediate threat to anyone in the School community or to the security of the School, and/or School property, or if the student's behavior is so disruptive that work cannot continue with the student present, the Administrator or Faculty member in charge may temporarily suspend the student from the School facility or worksite until an appropriate process can occur. The conditions under which a student may return to their School program, if appropriate, will be identified promptly based on the conduct at issue. A notation of temporary suspension may be reflected in the student's education record.

In the case of termination of enrollment, after termination and potentially during any interim suspension, a student may not enter the School facility or worksite without the

permission of the President or Provost and with a designated school escort.

A student whose enrollment is terminated due to a violation of the Code of Conduct may be barred from enrolling in all programs, including Community Education and Public Programming, virtual or in-person.

No refunds are made for time missed due to temporary suspension or termination of enrollment due to a violation of the Code of Conduct.

V. Appeals process:

Within five (5) business days of the delivery of a decision about sanctions, the sanctioned party may appeal the decision by submitting a letter to the Provost, or the President if the Provost determined the sanctions in question, stating why they believe the decision was inappropriate. Sanctions of all types (including, but not limited to, temporary suspension or termination) may be imposed while an appeal is pending at the sole discretion of the School. The decision of the Provost or President, as applicable, is final.

If an appeal is successful, and the decision and/or sanctions are reversed, the notation may be removed from their education record.

Appendix S: NBSS Policy on Political Activity and Lobbying

NBSS Policy on Political Activity and Lobbying (3/2020)

I. Statement Concerning Political Activity

With election campaign season in progress, and in light of IRS mandates regarding political activities of tax-exempt 501(c)(3) organizations, such as North Bennet Street School ("NBSS" or the "School"), it's a good time for us to review the rules regarding political activity that should guide NBSS employees and students.

Internal Revenue Code § 501(c)(3) - Tax Exempt Organizations

The Internal Revenue Code requires, as a condition for tax-exemption, that 501(c)(3) organizations, including NBSS, "not participate in, or intervene in (including the publishing or distributing of statements), any political campaign on behalf of (or in opposition to) any candidate for public office." This prohibition is absolute, and includes distribution of statements prepared by others that favor or oppose any candidate for public office. In addition to loss of tax-exempt status, NBSS runs the risk of having excise taxes imposed on both NBSS and its responsible managers, as well as the risk of federal or state government lawsuits, audits, and investigations.

It is important to keep in mind that the test for "participating or intervening" in any election is one that looks at the totality of activities that occur at the School, on School property, and/or using School resources and to be aware that "implied endorsement" of a candidate can be just as problematic as explicit endorsement.

Guidelines

1. In order to ensure that participation in political activity by a member of our community is not attributable to NBSS, it is imperative that no School resources be made available to political candidates or any individuals/organizations involved in a political campaign. Below are guidelines to help ensure compliance with this directive (note that these guidelines are only examples of prohibited and permitted activities – please be cognizant of any activities not specifically listed that might be misconstrued as impermissible political activity by the School):
 - Employees may not make statements that favor or oppose candidates or political parties at any NBSS event or meeting or in any NBSS official publication, including (but not limited to) the NBSS website.
 - Hyperlinks from the NBSS web page to web pages of other organizations must be carefully scrutinized. If the link leads to a page that contains a political endorsement, the School could lose its tax-exempt status. Hyperlinks to the web pages of ALL candidates for a particular office, if listed in a non-biased manner and if part of an overall "voter education" effort, are acceptable.
 - Employees may not post comments that favor or oppose candidates or political parties on any NBSS social media accounts, including our blogs, Facebook pages, Twitter accounts (including staff accounts that are associated with NBSS).
 - Employees and students may not use NBSS letterhead in connection with campaign activities.

- Employees and students must avoid using the School's support services, supplies, resources and facilities (secretarial, duplicating, messenger, computing, e-mail, campus notices, School property, etc.) in connection with campaign activities. This includes posting signs in the building or on School property. In no case should such services, supplies, resources or facilities, including access to NBSS mailing lists, be provided to a candidate, campaign, political party, or political action committee (PAC) or the like.
- Students may wear or display campaign materials on their person while at School, but should not engage in disrespectful behavior towards persons with opposing views. The NBSS Student Code of Conduct is always in effect.

2. Use of School space for electoral activities will pass the IRS test if such use is exclusively for academic purposes or if the property is offered for lease or use on equal terms to all candidates/parties. However, it is NBSS's practice not to offer space for electoral activities or other political purposes. If there is an academic reason to invite someone who is a political candidate to speak at the school, please contact the office of the Provost or President prior to extending the invitation. Administrators and faculty should take special care with regard to such activities, in order to avoid the appearance of institutional endorsement.
3. Student organizations are not prohibited from pursuing their normal activities consistent with the academic nature of their endeavors. However, because NBSS does not have student political organizations, should a student organization invite one or more candidates to speak, the organization would be doing so solely for academic—rather than political—reasons and would be inviting the individual in their non-candidate capacity.
4. If an individual who is otherwise running for a political office is invited to speak in a non-candidate capacity, the organizers of the event should: (a) clearly instruct any invited candidates that they are appearing in an exclusively educational, non-candidate capacity and that they must not mention their candidacy at the event; (b) introduce the speaker in a manner that does not mention their candidacy and that explains the capacity in which they are speaking; and (c) ensure that no political fundraising takes place at the event. In short, a "non-partisan atmosphere" should be maintained during the event.
5. Employees who desire to participate in campaign activities during the hours they normally work must take vacation time or leave without pay to do so. Employees may not campaign or advocate for candidates during working hours or while at work—this includes the display of campaign materials in offices or on your person. Employees are not prohibited from engaging in off-hours political activity, provided that, if NBSS is thereby identified (i.e. "I'd like to welcome Jane Doe, faculty member at NBSS"), an express statement MUST be made by the employee that they are conveying their own personal opinions, not the opinions of the School.

If you have any questions concerning these guidelines, or specific activities, or regarding activity among faculty, staff, or students that may come to your attention, please contact the office of the Provost or President.

II. Statement Concerning Lobbying

Distinct from political campaign activities, lobbying consists of activities designed to influence decisions of legislators for or against a particular issue. Lobbying or attempting to influence federal, state, or local legislative action (including a ballot measure) or a legislative or administrative official or staff member by using the name of the School may only be authorized by the President or their designee. Any lobbying activity, even when authorized, must be conducted in compliance with applicable law. No person may use federally funded contract or grant money received by the School for lobbying activities. Except as otherwise authorized by the President or their designee, no person may use School property or resources for lobbying activities. Note, however, that individuals may individually attempt to influence the legislative process and use their School title for identification so long as such actions or writings are accompanied by a statement that the person is speaking as an individual and not as a representative of the School. (e.g. "The opinions expressed in this letter are those of the individual(s) signing below and not an official opinion of North Bennet Street School or its trustees.")

Appendix T: NBSS Policy on Student Use of Social Media

(updated: 08/2025)

North Bennet Street School understands the important role social media plays in enhancing interactions with your communities. We also understand that social media can be a fun and rewarding way for students to share their school work with family, friends, colleagues, and counterparts around the world.

This policy pertains to student use of social media, including any online tools used to share content and profiles, such as personal web pages, message boards, networks, communities, and social networking websites, apps, and blogs, including, but not limited to, Facebook, Twitter, LinkedIn, Tumblr, Instagram, and Reddit. The lack of explicit reference to a specific site or type or social media does not limit the application of this Policy.

To assist students in making responsible, appropriate decisions about their use of social media, the School has established these policies.

- Pause before posting**

All social media content representing the School – its programs, intellectual property, people, work, etc. – must adhere to the [Student Code of Conduct](#). Content should always reflect safe practice, proper tool use, and appropriate trade practice. Before posting, consider whether the content complies with these guidelines and other established school policies and procedures

- Respect others**

Do not post defamatory comments about the School, its students, vendors, customers, suppliers, or employees particularly when such remarks are obscene, physically threatening, intimidating, or otherwise violate the [Student Code of Conduct](#). The School maintains jurisdiction over students' online activities that impact the learning or working environment. Discrimination, retaliation, or harassment directed toward any member of the School community, whether occurring through social media or other online platforms or electronic communications is subject to disciplinary actions. Students should always ask permission of their peers if they are taking a photo or video and another student will be pictured in it, even if that student's face is not visible. If someone says no, respect their wishes. Remember to ask every time. A student who agreed to have their photo taken/posted in the past, may change their mind at another time.

- Public Nature of Social Networking**

Social networking sites should not be considered private. Information posted on social media should be treated as public, even when privacy settings are used. Students should be aware that posts may be viewed by individuals outside the intended audience, including potential employers.

- Protect confidential information**

Do not share or disclose private or personal data, confidential or proprietary information, intellectual property, or trade secrets belonging to themselves, the School, School employees, classmates, other students, alumni, vendors, suppliers, or customers. In some cases, disclosure may constitute a violation of federal law.

- **Be clear about the source**

Without permission, employees and students are not authorized to make statements, comments, or press releases on behalf of the School. Where clarification is appropriate, the following disclaimer may be used: “The views expressed on this ‘site’ are my own and do not reflect the views and opinions of North Bennet Street School.”

- **Respect copyrights, trademarks and fair use**

Remember to respect the copyrighted materials of others and properly reference all sources used. Distributing copyrighted materials (such as videos, photos, books, etc.) without authorization is prohibited as copyright infringement and plagiarism laws apply to online content.

- **Stay productive, and safe**

Social media sites should not be used during class hours. This includes both posting and commenting. Live streaming during class hours is strictly forbidden, as it can cause distraction, safety concerns, security risk, and privacy violations.

- **Use social networking responsibly**

Students should always review the applicable privacy and security settings so that they understand the information they share.

Appendix U: Affinity Groups at NBSS

Affinity Groups at NBSS are self-organized groups of any size of NBSS students with members who share a social identity, shared characteristics, or life experiences. Students are encouraged to coordinate Affinity Groups. Examples of groups include but are not limited to: Veterans, LGBTQ+, AAPI, Students of Color, International Students, Women in the Trades, Knitting Club, Book Club, and the like. NBSS acknowledges the importance of student affinity groups and their ability to foster community, a sense of belonging, and facilitate greater student interaction outside of the full-time programs. Affinity Groups must follow the NBSS Code of Student Conduct on pages 9 and 78 of the NBSS Student Handbook, the [NBSS Student Handbook](#) and [all health and safety protocols](#).

Student Affinity Groups must be open and accessible to all NBSS students.

Guidelines

- Students wishing to start an Affinity Group should have the group's point person contact the Director of Student Support & Career Services. After meeting with the appropriate administrator, the student will fill out a [simple application form](#), to communicate the focus of their group. This form will explain how to request funds and other school resources (space, supplies, AV equipment, etc) if needed.
- The Director of Student Support and Career Services will review the applications and give approval. The SSCS Director has the authority to approve or withdraw support from affinity groups at any time. The School can assist with publicizing events and activities internally at the School, via signage, announcements, and emails.
- Affinity groups cannot use academic time for their activities. If utilizing the facility at 150 North Street, any Affinity Group activity must be held during regular building hours (but outside of class time).
- Information about where and when students can meet inside the building will be communicated to groups once approved.

Funding for Affinity Groups

- There are limited funds available to groups. Groups can request a modest amount of funding for food, speakers, and the like. Requests for funding will be reviewed by the Student Support & Career Services Office on a case-by-case basis.
- School funds intended to support Affinity Group activities may not be used for activities not open to all, for personal gain, nor to directly support outside organizations, scholarships, or charities. At this time, Affinity Groups are not permitted to do fundraising of any kind. The Culture Committee will review requests on a case-by-case basis if special situations arise.
- Affinity Groups are expected to notify the Director of Student Support & Career Services in advance of incurring expenses to request the funds, confirm the expenses are appropriate and that funding is available.

Appendix V: Institutional Values (04/2025)

As the cornerstone of North Bennet Street School, our Values guide all that we do and embody the essence of who we are as an institution. Rooted in a deep commitment to craft and trade education, we dedicate ourselves to providing an exceptional learning environment that equips our students with the skills, knowledge, and expertise needed for success.

We enrich our educational experience by fostering an environment that embraces and respects a variety of perspectives and talents. We are committed to providing access to quality education, supporting self-actualization and progressive growth for all.

Ultimately, our Values support and reflect the School's mission: to train students for careers in traditional trades that use hand skills in concert with evolving technology, to preserve and advance craft disciplines, and to promote a greater appreciation of craftsmanship.

- **Meaningful Work:** We recognize the intrinsic worth and dignity in every craft and trade, and in all the professions that support both the educational experience and workplace success. Each task, from the simplest to the most complex, is honored and valued for its quality and impact.
- **Community:** We maintain an environment that fosters collaboration and mutual support. We recognize the value of working closely with individuals who hold a variety of perspectives, talents, beliefs, and backgrounds. Embracing these differences enriches our educational experience and prepares us to navigate the entire ecosystem of professional craft and trade.
- **Stewardship:** We responsibly manage and preserve our resources, ensuring the longevity of our tools, materials, and traditions. This stewardship includes our legacy, reputation, financial health, and knowledge, helping to sustain our craft and trade practices for future generations.
- **Respect:** We treat each individual with honor, respect, and consideration in all interactions. We acknowledge the dignity of each person's journey in growing their skills and finding their unique path in work and life. Our respect extends to the unique contributions and experiences of both our peers and predecessors.
- **Excellence:** We are committed to achieving the highest standards in every area of the institution, especially but not limited to craftsmanship and education. This pursuit encompasses expertise, professionalism, and continuous improvement, ensuring our graduates are well-prepared and highly skilled in their chosen trades.
- **Opportunity:** We empower our students and community by providing access to quality education and skill development in the crafts and trades. Our commitment to opportunity enables the capacity to self-actualize, supporting progressive growth and the pursuit of one's full potential.

Appendix W: Satisfactory Academic Progress

Updated Fall 2025

Monthly Grading

Performance- projects, tests
Progress- overall effort, speed & advancement
Effort- attendance & commitment

Letter Grade/GPA

E= Excellent (4.0)
G= Good (3.0)
F= Fair (2.0)
P= Poor (1.0)
U= Unsatisfactory (.3)

Student Record Card (SRC)

Grades are recorded monthly and handed out at the end of each semester. Students can request their SRC at any time.

Satisfactory Academic Progress (SAP)

To remain eligible for federal financial aid, you must make *satisfactory academic progress (SAP)* as a student, meaning you need to make good enough grades, and successfully complete enough coursework to be on pace to graduate.

Academic Expectations	1 Year Programs (CA, PT, PA, LK)	2 Year Programs (BB, CF, PC, JM)	3 Year Program (VM)
Earn at least a P in Progress & performance and have at least 85% attendance	Beginning of November	End of January, Term I	Spring Break, Year I
Earn at least a P+ in Progress & performance and have at least 90% attendance	Beginning of February	End of May, Year I	End of January, Year 2

- If a student's grade falls below a P+, they may lose financial aid or be put on academic probation.
- If a student earns an Unsatisfactory, or U, monthly grade, they will have one month from being notified of their grade to bring their grade up to a minimum standard or they will be subject to dismissal.

GRADUATION REQUIREMENTS

Candidates for a diploma or certificate must complete the entire course curriculum and earn a grade of 2.0/Fair or higher in the Progress & Performance fields. They must also meet or exceed attendance standards.



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