

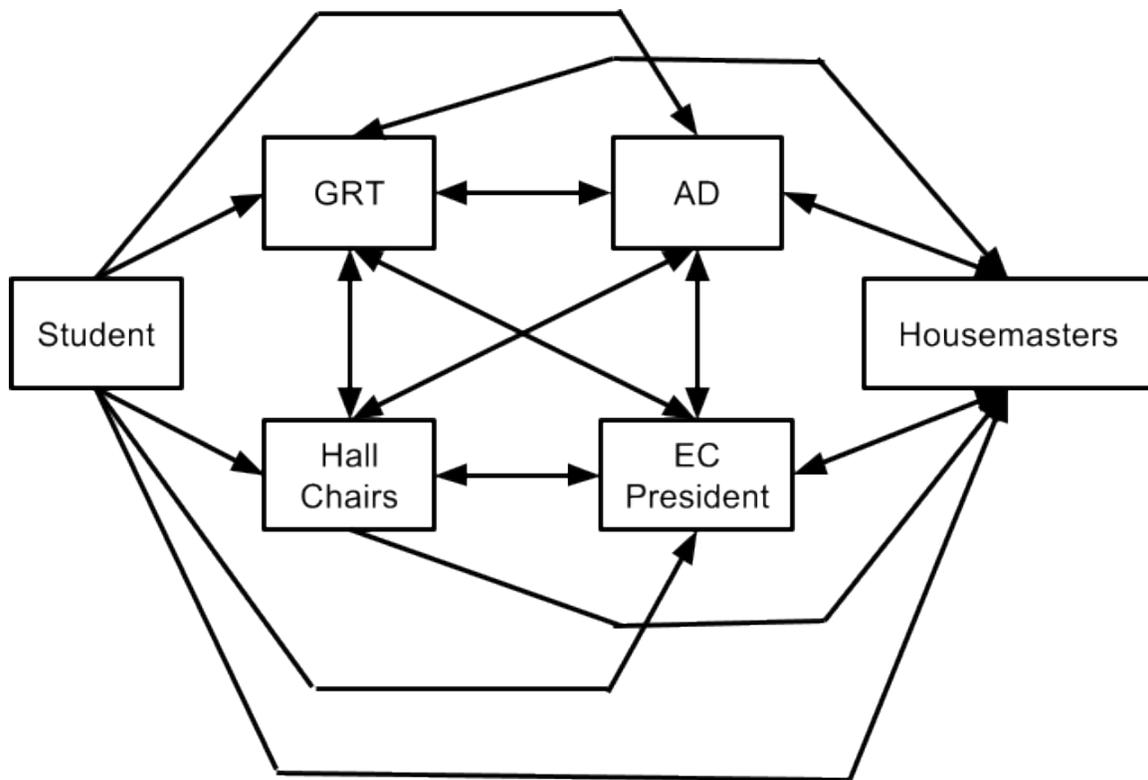
Introduction

The East Campus community promotes a sense of autonomy and personal responsibility among its residents. Whenever possible, we believe in a grass-roots approach to setting community standards, rather than instituting policies in a top-down fashion. In this way, our residents are empowered to shape East Campus into a space that feels safe and comfortable.

To that end, we encourage a bottom-up structure of reporting, such that issues are resolved at the lowest level possible. This document outlines the structure East Campus currently uses, and provides some examples of how different issues may be handled under this structure.

Whom issues go to

The following chart provides a visual representation of which members of the house leadership sees various issues. Definitions of the positions and examples of issues are provided below. The layout of the chart is intended to denote scope rather than authority; parties further to the right in the chart typically interact with more stakeholders and broader issues, but are not necessarily superior to the parties on the left.



Definitions of EC positions

- *Hall Chairs*

Each of the ten East Campus halls elects several Hall Chairs. Besides representing the hall to the rest of the dorm, the Hall Chairs provide support to, and sometimes help resolve conflicts between, their hall members. As responsible peers of the other students on the hall, they are generally used as a starting point to address most issues. As hall chairs are democratically elected, there are no dorm-wide eligibility requirements other than residence on the hall; however, hall chairs are encouraged to participate in annual trainings as outlined in Appendix 1.

- *GRTs*

Each hall chooses a GRT who lives on the hall, provides additional support to the hall, and acts in a leadership role for the broader East Campus community. The GRTs typically work with the Hall Chairs to address issues. Students may come to the Hall Chairs or GRTs depending on whom they are more comfortable talking to and who they think would be more effective at resolving the issue. As employees of the Institute, GRTs are mandated reporters as described in Appendix 2.

- *President*

The EC President is elected once a year by a popular vote of the entire East Campus community. The President interacts with Hall Chairs, GRTs, Housemasters, and the Area Director, as well as to people outside the dorm, in representing the East Campus community and its interests. Residents are encouraged to discuss issues (either individual or community-wide) with the President. The President is democratically elected, and eligibility requirements for the position are outlined in the East Campus Constitution. Conflicts that reach the President typically concern disputes between halls rather than residents, but if an issue between residents cannot be resolved within a hall, the participants may choose to come to the President. Additionally, residents can always escalate directly to the President if they are more comfortable with him or her than the Hall Chairs or GRTs on their hall. Like the Hall Chairs, the President is a peer of the EC residents.

- *Area Director (AD)*

The Area Director works alongside the Housemasters, GRTs, and student leaders to support the East Campus community. Residents are encouraged to discuss issues (either individual or community-wide) with the Area Director. The Area Director is a trained student affairs professional and additionally does not currently live in East Campus, which places him or her in a strong position to address certain issues. As an employee of the Institute, the Area Director is a mandated reporter as described in Appendix 2.

- *Housemasters*

The EC Housemasters and Associate Housemasters oversee the GRTs and act as a liaison to the rest of the Institute. Housemasters are charged with providing for the overall well-being of the East Campus community. Residents are encouraged to discuss issues (either individual or community-wide) with the Housemasters. Housemasters are especially likely to get involved when an issue becomes serious enough to not remain internal to East Campus. As they live in the dorm, they are well known to the residents, and some residents may choose to come to them directly. As employees of the Institute, the Housemasters and mandated reporters as described in Appendix 2.

Examples

Every situation is different and at all times a resident may choose to go to any figure of authority within the dorm whom they are most comfortable with. However, given that in general we encourage issues to be resolved at the lowest level possible, here are some typical examples of how an issue may be resolved:

- *Broad intra-hall conflict*

The Hall Chairs typically handle conflicts that arise between a majority of hall members. A common example of this is the kitchen not being cleaned. In this case, the Hall Chairs may facilitate a discussion to remedy the situation, including scheduling kitchen cleanings, establishing a kitchen cleaning rotation, etc.

- *Personal conflict*

Hall Chairs or GRTs will typically handle personal conflicts between hall residents. A common example is a minor conflict between roommates, e.g. about cleanliness or noise levels. The roommates may ask the Hall Chairs or the GRTs to facilitate the discussion.

- *Personal conflict between residents of different halls*

In rare situations, conflicts may arise between residents who live on different halls. In this case, it is difficult for the Hall Chairs or GRT of either hall to facilitate the discussion (though certainly they may come together to help with the issue). In these cases, the issue may come to the EC President, the AD, or the Housemasters. Issues in this category may include such things as vandalism occurring during a party or noise levels between floors.

- *Student needing intervention*

EC encourages all residents to contact help if they are concerned about anyone they are living with. In an immediate emergency, residents are asked to contact MIT's emergency response team (Medical or Police, as

appropriate). If the situation is serious but there is not an immediate emergency, the students may contact any of the house leaders to help as appropriate.

- *Internal rules violations and lesser policy violations*

As described in the East Campus Constitution, the EC President or HouseComm (or a delegate thereof) has the authority to fine halls for violations of internal dorm rules. As an example, halls that do not host a FAC (Friday afternoon food event) in a semester are fined \$100.¹

In cases of relatively minor policy violations, the Office of Student Citizenship may take disciplinary measures that are intended as educational rather than punitive. In these cases, particularly when the policy violation primarily resulted in damage to the community, the measure may be restorative in nature. For example, it may be running an educational campaign against the damaging behavior, or helping rebuild damaged property. In these cases, house leaders may help facilitate the process as appropriate. However, as EC does not have a JudComm, the decision to proceed in this manner must be made exclusively by the OSC and the student.

- *Non-negotiable policy violations*

All non-negotiable policy violations (sexual misconduct, weapons and dangerous objects/hazardous materials, alcohol and drugs) are handled by the Office of Student Citizenship and the Committee on Discipline. The AD, President, and Housemasters act as support for the student and community but are typically not otherwise directly involved in the investigation.

¹ East Campus dorm taxes are split between a central East Campus account and the individual accounts of each of the halls. If a hall is fined by the EC President or HouseComm, the amount of the fine is withdrawn from the hall's account and deposited into the central EC account.

Appendix 1: Trainings for student leaders

Various offices at MIT hold regular trainings for members of the MIT community. These trainings will be advertised to the entire East Campus community as they occur, and student leaders are particularly strongly encouraged to attend. Examples of relevant trainings include financial signatory training, PartySafe and Social Host training, and conflict resolution and mediation training.

Appendix 2: Mandated reporting and student confidentiality

Various federal and state laws and regulations cover reporting and confidentiality rules for educational institutions. The list below outlines some notable examples and briefly summarizes them; the list is not complete and should not be construed as (nor used as a replacement for) legal advice.

- Title IX of the Education Amendments of 1972 disallows a federally funded institution from discriminating against any member of the community on the basis of sex. The Department of Education has issued a number of rules and regulations based on this law, including mandating nearly all employees of the Institute to report claims of harassment to designated investigators.
- Various state laws mandate that employees of educational institutions, as well as medical professionals, report a student or patient that they believe to be a danger to him or herself, or to others.
- The Family Educational Rights and Privacy Act of 1974 (FERPA) limits access to personal and educational records of students by parties outside of the Institute, including parents if the student is at least 18 years old.
- The Health Insurance Portability and Accountability Act of 1996 (HIPAA) establishes privacy rules for medical records of patients, including those under 18.