

SEXUAL MISCONDUCT

RESPONSE FOR STAFF & FACULTY

Working Together to Create a Safe and Healthy Campus Community

What is sexual misconduct?

An **umbrella** term that includes: Sexual Assault, Sexual Harassment, Intimate Partner Violence, Stalking, and Sexual Exploitation

These are violations that can profoundly affect the people targeted and create hostile educational environments for all.

Am I a “Responsible Employee?”

“Responsible Employee” is a Title IX term that indicates an employee who had the obligation to notify the Title IX Coordinator if they learn that a current student may have experienced sexual misconduct.

- Faculty / TA's
- Residential Life / Greek Life
- Administrators
- Academic Advisors
- Coaches

Am I a “Confidential Resource?”

You have no obligation to inform Title IX if you learn about an incident of sexual misconduct. **Most** employees who are not designated as “Confidential Resources” are considered “Responsible Employees.”

- Counseling
- Health Center
- Women's Center Staff
- Chaplains

Guidance for Responsible Employees

Be *aware and receptive*. Information about sexual misconduct can come to your attention in many ways.

- A student might tell you or disclose in a writing assignment.
- You might witness physical or verbal abuse.
- A student may request an extension of an assignment due to concerns of domestic violence.

I AM A RESPONSIBLE EMPLOYEE. HOW DO I RESPOND TO A STUDENT WHO HAS EXPERIENCED SEXUAL MISCONDUCT?

STEP 1: Care

- Listen without judgment.
- Avoid questions that imply fault.
- Offer your support, but do not investigate.
- Gently interrupt, if necessary, to let the student know that you are **obligated to report**.
- Let the student know you'll notify your campus' Title IX Coordinator.

STEP 2: Connect Student with Resources

- Connect the student with relevant **resources** on campus and in the community. (See backside for those helpful resources.)

STEP 3: Contact the Title IX Coordinator

- Promptly notify your institution's Title IX Coordinator.
- Share all details you were told about the incident. Include names, dates, and location.
- Let the student know they'll be contacted by the Title IX Coordinator/Title IX office.

_____ is my institution's Title IX Coordinator.

What Happens After I Contact the Title IX Office?

The Title IX office will contact the impacted student and will invite them to meet and discuss the resources and reporting options available to them. These options can include:

- Informal, *interim measures* such as academic accommodations, housing changes, no contact order, etc.
- **Formal complaint** and investigation options, such as reporting to the police or pursuing a student conduct/disciplinary complaint.
- If necessary, the institution will take immediate action to *ensure campus safety*.

Resources and Support Services

Below are the main options a student has if they choose to report or seek help.

They can speak to the **Title IX Office...**



The Title IX Coordinator will guide and explain their rights and reporting options, and what the school can provide to ensure their safety.

They can get *counseling or mental health services...*



Counseling and mental health services are available, both on and off campus. People are available to listen and help them get through their trauma.

They can report the incident to the **police...**



If they want to see their offender held legally accountable, they can reach out to local authorities. This process can be retraumatizing.

They can receive free *community advocacy services...*



There are advocates in their community who can guide them through their healing process. Visit Lafasa.org for more information.

How can I contribute to a safe and healthy campus community?

- **Model** respectful behavior to all students, staff, and faculty.
- **Reflect** on power dynamics in your work place. What powers do you hold in relation to others. How may that influence your interactions?
- Find ways to proactively **demonstrate** a commitment to a positive educational environment for all.
- **Speak up.** Intervene if you see inappropriate behavior, or hear students or colleagues making comments or jokes which degrade each other.
- Contact your Title IX Coordinator and request a **training** for your department, office, or class.
- Talk with your colleagues about how you can **contribute** to an inclusive learning environment.