

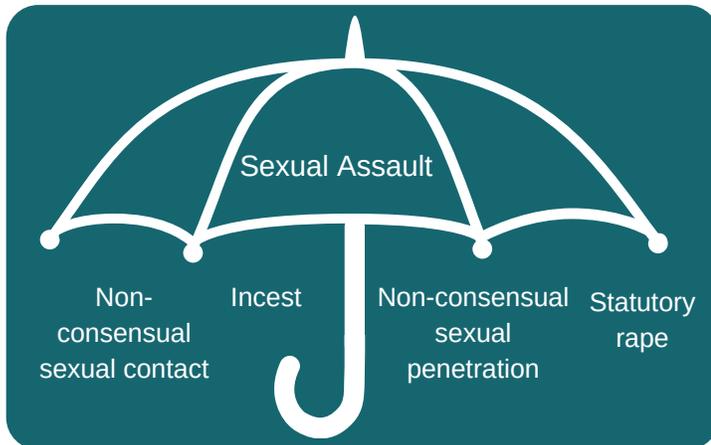
MSU Relationship Violence and Sexual Misconduct & Title IX Policy

As an advisor to an MSU-affiliated RSO, it is your responsibility to be informed of the RVSM & Title IX policy and your reporting obligations. Informing yourself of the policy and terms within it helps to create a supportive and safe culture for all members of the campus community. To review the full policy, visit the [MSU Office of Civil Rights and Title IX Education and Compliance website](#). The policy states:

"The university prohibits discrimination on the basis of sex, gender, gender identity, gender expression, sexual orientation and/or sexual identity in any of its program or activities. Persons who violate the policy are subject to disciplinary action, up to and including dismissal for students and discharge for employees."

The major topics prohibited by the RVSM policy are sexual misconduct, relationship violence, and stalking.

"Sexual misconduct" includes sexual harassment, sexual exploitation, and sexual assault.



This umbrella represents the terms that are encompassed under "sexual assault" as per the RVSM policy. Details and definitions of each of these terms can be found on the [POE website](#) or in the [full policy](#).

"Relationship violence" is committed by someone:

With whom the individual shares a child in common

Who is or has been in a social relationship of romantic or intimate nature with that individual

Who is cohabitating with or has cohabited with the individual as a spouse or intimate partner

Stalking includes behaviors like

following monitoring observing threatening communicating to or about someone else interfering with someone's property

Mandatory Reporting Obligations

All University employees, with the exception of those who work in exempt or confidential offices, are considered "Responsible Employees." All University "responsible employees" and volunteers who are not otherwise exempted by this policy and/or applicable law must promptly report incidents of relationship violence, sexual misconduct, stalking, and retaliation that:

- They observe or learn about in their working or professional capacity; and
- Involve a member of the University community or which occurred at a University-sponsored event or on University property.

To circumvent confusion around who is required to report what to whom, we have created the following chart to detail where incidents of RVSM should be reported to, depending on the reporter's role in relation to the university:

Incident	Informed Party	Reporting	Required to report the incident to:		
			Supervisor	OIE	MSU PD
<p>An act of relationship violence, sexual misconduct, stalking, or retaliation that :</p> <ul style="list-style-type: none"> Involves a member of the university community (students, staff, faculty) <p>AND/OR</p> <ul style="list-style-type: none"> Occurred on university property <p>AND/OR</p> <ul style="list-style-type: none"> Occurred at a university-sponsored event 	<p>Undergraduate Student Employees and Volunteers</p> <ul style="list-style-type: none"> Sexual violence Sexual exploitation Sexual harassment Stalking Relationship violence 				
	<p>All Other Employees and Volunteers* (including graduate students) *with exception of confidential employees</p> <ul style="list-style-type: none"> Sexual violence Sexual exploitation Stalking Relationship violence 				
	<ul style="list-style-type: none"> Sexual harassment 				
	<p>Advisors who are not affiliated with MSU</p> <ul style="list-style-type: none"> Sexual violence Sexual exploitation Sexual harassment Stalking Relationship violence 		<p>*not required to report to OIE, but strongly encouraged</p>	<p>*not required to report to MSU PD, but strongly encouraged</p>	

Exempt Programs and Roles at MSU

- Center for Survivors*
- Claimant & Respondent Advisors
- Counseling and Psychiatric Services*
- Couple and Family Therapy Clinic*
- Employee Assistance Program*
- Health CARE INC.*
- Health Promotion
- Gender and Sexuality Campus Center
- Prevention, Outreach and Education
- Psychological Clinic*
- Sexual Assault Crisis Intervention Team
- Sexual Assault Healthcare Program*
- Safe Place*
- Student Health Services*
- University Ombudsperson

(Asterisks indicate resources that have extra licensure to protect client confidentiality and privacy)

However, an RSO advisor working in their capacity as an Advisor outside of their role in one of these offices, is still considered a responsible employee and must report any instance of perceived, observed or directly learned misconduct.

Advisors who are not employed by the university are not considered responsible employees but in the essence of student safety are strongly encouraged to report any instance of perceived, observed or directly learned misconduct.

MSU Anti-Discrimination Policy

While responsible employees are not mandated to report violations of the MSU Anti-Discrimination Policy, they are highly encouraged to do so. For more information and the full policy, visit the [MSU Human Resources website](#). The policy states:

"Members of the university community (including faculty, staff, and students) shall not discriminate or harass on the basis of a protected category. Persons who violate the policy are subject to disciplinary action, up to and including dismissal for students and discharge for employees."

Protected categories:

Age

Color

Disability Status

Gender

Gender Identity

Height

Marital Status

National Origin

Political Persuasion

Race

Religion

Sex

Sexual Orientation

Veteran Status

Weight

Resources

Connecting survivors to resources is a supportive practice if they express interest in receiving services. The following resources are free to access and exempt from reporting to the university or to the police:

MSU Center for Survivors (*sexual misconduct services*): therapy, advocacy, crisis line & crisis chat. (517) 372-6666 centerforsurvivors.msu.edu

MSU Sexual Assault Healthcare Program: forensic medical exams, evidence collection, medical advocacy. (517) 353-2700 bit.ly/msu-sahp

MSU CAPS (*counseling and psychiatric services*): individual, relationship and group counseling. (517) 372-8270 caps.msu.edu

MSU Safe Place (*relationship violence and stalking services*): shelter, advocacy, counseling, safety planning. (517) 355-1100 safeplace.msu.edu

MSU Ombuds: assistance to any student in resolving conflicts and disputes within the University. (517) 353-8830 ombud.msu.edu

End Violent Encounters (*Lansing-based domestic violence, stalking and sexual assault services*): shelter, advocacy, counseling, crisis line. (517) 372-8270 eveinc.org

Supporting Survivors

1

Recognize that someone needs support.

- No two survivors respond the same way to violence, but keep an eye out for changes in behavior.

2

Assess your role.

- Provide support where it is appropriate in your role and capacity.

3

Be intentional.

- Be intentional about providing support and letting them know you are there for them.

4

Know how to support.

- Don't define their experience, reflect their language.
- Respect their agency and avoid telling them what to do.
- Ask how they would like you to support them going forward.

5

Provide support.

To request a training or for more information, visit poe.msu.edu or contact POE.Training@msu.edu