

Sexual Misconduct Resources for Staff, Faculty and Student Employees

What to do when you learn that a University member has experienced sexual misconduct including:

- Sexual Assault**
- Sexual Harassment**
- Stalking**
- Relationship Violence**

If you have questions, contact the Office of Equal Opportunity and Affirmative Action (EOAA)
(612) 624-9547
eoaa@umn.edu
diversity.umn.edu/eoaa

If you learn that a University member has experienced sexual misconduct:

CARE

Care for the University member by listening, showing empathy, and avoiding comments that suggest fault or doubt.

CONNECT

Connect the University member to resources.

Address any immediate health or safety issues by accompanying the individual to a campus resource office.

Explain that, as a University employee, you must share information about possible sexual misconduct with EOAA, which is the University office that responds to sexual misconduct concerns.

CALL

Call EOAA to share information. Your required reporting of sexual misconduct to EOAA will help ensure that any time the University learns about sexual misconduct, it takes all necessary steps to reach out to the impacted individual to offer them support, accommodations and the opportunity to initiate an investigation.

What does EOAA do when it receives a sexual misconduct report?

- An EOAA staff member will reach out to the impacted person in an email to provide information about the available resources for personal support and accommodations, as well as options for investigation.
- The EOAA staff member will invite the impacted person to contact EOAA if they want to learn more about initiating an investigation.
- EOAA does not require the impacted person to respond. It is up to the impacted person whether they want to meet with EOAA or respond to EOAA's email.
- EOAA will not share the impacted person's information or initiate an investigation unless the impacted person wants this, except where there may be a significant danger to campus safety or where an employee may have engaged in sexual misconduct. In these cases, EOAA will only share information as necessary to respond to the reported sexual misconduct.

When do you need to report?

When you learn about possible sexual assault, stalking, relationship violence (or sexual harassment directed at students) in the course of performing your employment duties and it may have:

- occurred on University property;
- occurred during a University program or activity;
- been directed at a current University member while they were a University member; or
- been committed by a current University member while they were a University member.

What do you need to report?

You do not need to ask for any information from a University member who tells you about sexual misconduct. However, to the extent known to you, you must tell EOAA all relevant details that you have learned that the University would need to determine what occurred and address the situation.

How do you report?

Call an EOAA staff member at (612) 624-9547 or submit a written report at diversity.umn.edu/eoaa.

Confidential Resources

THE AURORA CENTER

(for students and employees who have experienced sexual misconduct)

aurora.umn.edu

Appleby Hall 117

Office: 612-626-2929

24-Hour Helpline: 612-626-9111

BOYNTON HEALTH SERVICES

(for students)

boynton.umn.edu/clinics/mental-health

612-624-1444

STUDENT COUNSELING SERVICES

(for students)

counseling.umn.edu

Minneapolis:

340 Appleby Hall

612-624-3323

St. Paul:

199 Coffey Hall

612-624-3323

EMPLOYEE ASSISTANCE PROGRAM

(for employees)

humanresources.umn.edu/benefits/employee-assistance

612-625-2820

888-243-5744

SEXUAL VIOLENCE CENTER

(off-campus resource for those who have experienced sexual misconduct)

Office: 952-448-5425

24-Hour Crisis Line: 612-871-5111

Resources for Reporting & Investigation

These resources for reporting and investigation are not confidential.

EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION (EOAA)

274 McNamara Alumni Center

612-624-9547

eoaa@umn.edu

diversity.umn.edu/eoaa

EOAA responds to reports of sexual misconduct through informal problem-solving or formal investigation.

UNIVERSITY OF MINNESOTA

POLICE DEPARTMENT

511 Washington Ave. SE, 1st floor

Minneapolis, MN 55455

612-624-2677

publicsafety.umn.edu

MINNEAPOLIS POLICE DEPARTMENT

350 South 5th Street, Room 130

Minneapolis, MN 55415-1389

612-673-2941

minneapolismn.gov/police/index.htm

SAINT PAUL POLICE DEPARTMENT

367 Grove Street

St. Paul, MN 55101

651-291-1111

stpaul.gov/departments/police

Accommodations & Protective Measures

The University will provide accommodations and protective measures to promote the safety, well-being, and access to employment and education of University members who have experienced sexual misconduct.

To request an accommodation or protective measure, contact The Aurora Center, EOAA, or the local department that can provide the accommodation or protective measure (e.g., the faculty member, supervisor, academic department or unit, Housing and Residential Life, etc.).

Possible accommodations include:

- residence modifications;
- academic modifications;
- support and counseling;
- work schedule or location modifications;
- transportation modifications; and
- assistance in making a report to law enforcement or obtaining a protective order.

Possible protective measures include:

- no-contact directives that prohibit complainants and respondents from contacting one another; and
- increased monitoring or supervision at locations or activities where the prohibited conduct occurred.

Be Proactive:

Inform University members in advance that you are not a confidential resource.

Where possible, at the outset of a formal relationship with students or employees, employees should share that they are required to report sexual misconduct to the campus Title IX office. For example, faculty may include a statement on their syllabus. For a sample syllabus statement, see: diversity.umn.edu/eoaa/.

Having this information will allow impacted persons to make informed decisions about whether to share information about sexual misconduct with a confidential resource or an employee with a reporting obligation.

If a University member tells you about an experience of sexual misconduct before you are able to inform them of your reporting requirement, let them know that you must share information with EOAA and let them know about the confidential resources listed here.

Equal Opportunity
Affirmative Action

Office for **Equity and Diversity**

UNIVERSITY OF MINNESOTA