

Michigan State University

ANTI-HARASSMENT STATEMENT

Michigan State University welcomes you to the start of a new academic year on campus. The start of a new semester is an appropriate time to remind members of our community about the campus offices and resources available to respond to incidents of relationship violence and sex discrimination, including sexual assault.

The University's Title IX Coordinator oversees the University's gender equity work to ensure compliance with Title IX, including its grievance procedure, education/prevention efforts, and training. The Title IX Coordinator reviews information about relationship violence and sexual misconduct complaints to identify and address any patterns or systemic problems that arise during the review of such complaints.

Contact Information:

Paulette Granberry Russell
Office for Inclusion and Intercultural Initiatives
114 Olds Hall
East Lansing MI 48824
(517) 353-3924
inclusion@msu.edu

University policy prohibits sex discrimination, including sexual and gender-based harassment, assault, and violence. Any student, employee or third party who believes he or she has been subjected to sex discrimination is encouraged to report the incident(s) to the University. The University is committed to conducting a prompt and equitable investigation and immediately and appropriately addressing any violation of the University's policies.

The University will respond promptly when it receives complaints, reports, or information about incidents of sexual

and gender-based harassment, assault and violence. When it determines such misconduct has occurred, the University has a responsibility to take prompt and effective steps to end the sexual and gender-based harassment, assault and violence; eliminate the hostile environment; prevent its recurrence; and, as appropriate, remedy its effects.

Allegations of sex discrimination, including sexual and gender-based harassment, assault and violence should be reported to the Office of Institutional Equity. The OIE is responsible for investigating all allegations of prohibited discrimination and harassment, relationship violence, stalking, and sexual misconduct, and provides training to recognize and prevent such incidents. The Director of the office is designated as the Deputy Title IX Coordinator for Investigations.

Contact Information:

Office of Institutional Equity
4 Olds Hall
East Lansing, MI 48824
(517) 353-3922
oie@msu.edu

The University will complete investigations in a prompt and equitable manner. After the completion of the investigation, students and employees found to have engaged in acts of sex discrimination, including sexual and gender-based harassment,

assault, and violence, will be promptly disciplined. Such discipline may include, if circumstances warrant, suspension, expulsion or termination.

The University may take interim measures it deems necessary during an investigation. Interim measures are those services, accommodations, and other assistance the University puts in place after receiving notice of alleged sexual and gender-based harassment, assault and violence but before any final outcomes (investigatory, disciplinary, or remedial) have been determined. Interim measures are available regardless of whether the victim chooses to report to law enforcement.

Persons who report sexual and gender-based harassment, assault and violence, or who participate in the University's investigation and handling of such reports, shall not be subject to retaliation (including retaliatory harassment) for reporting or participating, even if the University finds that no misconduct occurred. The University will take strong responsive action if retaliation occurs.

Criminal conduct occurring on campus should also be reported to the MSU Police Department. The police and OIE independently investigate complaints. The police investigate to determine whether there

has been a violation of criminal laws. The OIE investigates to determine whether there has been a violation of University policy. The investigations proceed concurrently, and the outcome of one investigation does not determine the outcome of the other investigation.

Contact Information:

MSU Police Department
1120 Red Cedar Road
East Lansing, MI 48824
(517) 355-2221
Emergencies: 911

A discrimination-free environment is the responsibility of every member of the community. Unit administrators set the tone regarding acceptable conduct and climate within their units. Faculty, staff, and students are encouraged to work together to prevent acts of sex discrimination of any kind.

The University maintains resources available to individuals who have been subjected to sex discrimination, including sexual and gender-based harassment, assault and violence. Those resources include:

Contact Information:

MSU Counseling Center
207 Student Services Building
556 East Circle Drive
East Lansing, MI 48824
(517) 355-8270
Emergencies: 911

MSU Sexual Assault Program
14 Student Services Building
556 East Circle Drive
East Lansing, MI 48824
(517) 355-3551 (office)
(517) 372-6666 (24 hour crisis line)
www.endrape.msu.edu

MSU Safe Place
(517) 355-1100
noabuse@msu.edu
http://safeplace.msu.edu