

The background is a dark purple gradient with several lighter purple circles of varying sizes. A solid red rectangle is positioned in the top right corner.

Reporting Requirements

POLICY 13.02 - DISCRIMINATION, HARASSMENT, AND SEXUAL
MISCONDUCT

FACULTY SENATE CONSULTATION, JANUARY 26, 2015

13.02 Policy Language

- ▶ **All University employees who are aware of or witness discrimination, harassment, sexual misconduct, or retaliation are required to promptly report** to the Title IX Officer or a Title IX Deputy Coordinator. ... All initial contacts will be treated with the maximum possible privacy: specific information on any complaint received by any party will be reported to the Title IX Officer, but, subject to the University's obligation to investigate and redress violations, every reasonable effort will be made to maintain the privacy of those initiating a report of a complaint. In all cases, the University will give consideration to the complainant with respect to how the complaint is pursued but reserves the right, when necessary to protect the community, to investigate and pursue a resolution when an alleged victim chooses not to initiate or participate in a formal complaint.

What prompted the changes?

- ▶ Title IX Requirement to Identify Responsible Employees–
 - ▶ A responsible employee is any employee who has the authority to take action to redress sexual violence, who has been given the duty to report to appropriate school officials about incidents of sexual violence or any other misconduct by students, **or who a student could reasonably believe has this authority or responsibility.**



Title IX Requirements

- ▶ If a school knows or reasonably should know about student-on-student harassment that creates a hostile environment, Title IX requires the school to **take immediate action to eliminate the harassment, prevent its recurrence, and address its effects.**



Title IX Requirements

- ▶ Investigation = Thorough, Reliable, Impartial
- ▶ Process = Prompt, Effective, Equitable
- ▶ Remedies = End the Discrimination, Prevent its Recurrence, and Remedy the Effects upon the victim and the community



What does reporting look like?


- ▶ Privacy vs confidentiality (reserved for certified advocates, counselors, health care professionals)
- ▶ Amount of details necessary will vary from case to case.
- ▶ What if the victim does not wish to be identified?
- ▶ Example scenarios of when names/details are required and when they are not



Where does the report go?

- ▶ Title IX Officer or Deputy Coordinator
 - ▶ In person
 - ▶ Phone
 - ▶ Email
 - ▶ Online
 - ▶ Anonymous
- ▶ Reporting form – www.uni.edu/safety

Sample Reporting Form



Incident Reporting Form

TO REPORT A CRIME OR AN EMERGENCY CALL 911

Thank you for reporting. Your safety and privacy is of the utmost importance to us. Please see [UNI's Discrimination, Harassment, and Sexual Misconduct Policy](#) for additional information on confidentiality.

Background Information

Your full name:

What is your role at UNI?:

Your phone number:

* Nature of this report:

Urgency of this report:

* Date of incident: must be formatted YYYY-MM-DD

Location of the incident:

Involved Parties

Please list the individuals involved (excluding yourself), including any known information about the individual(s). [Pre-authorized users may click here to lookup individuals](#)

Name or Organization Gender Role

Description of Incident

* Please provide a description of the incident/concern.
[Check Spelling & Preview](#)



Why is reporting important?

- ▶ Need to immediately refer victim to advocate, medical resources, and counseling
- ▶ Assist victim with options (complaints, criminal)
- ▶ Assist victim with interim actions (academics, residence halls, work schedules, etc.)
- ▶ Identify patterns, predators, threats, violence
- ▶ Meet Clery reporting and timely warning obligations
- ▶ Avoid Personal/University liability



Intersection of Title IX and Clery

- ▶ Types of incident that have to be reported
 - ▶ Title IX
 - ▶ Gender-based harassment, assault and violence
 - ▶ Clery
 - ▶ Criminal homicide; rape and other sexual assaults; domestic violence; dating violence; stalking; robbery; aggravated assault; burglary; motor vehicle theft; and, arson as well as arrests and disciplinary referrals for violations of drug, liquor, and weapons laws.
 - ▶ Hate Crimes



Intersection of Title IX and Clery

- ▶ Reporting for incident occurring where?
 - ▶ Title IX
 - ▶ In the context of any of the school's education programs and activities
 - ▶ Off-campus if creating a hostile environment
 - ▶ Clery
 - ▶ Campus
 - ▶ Non-campus building or property
 - ▶ Public property



Clery – Campus Security Authority

- ▶ Campus police and/or security personnel; any individual who has responsibility for campus security but is not part of a campus police or security department; an individual or organization specified in an institution's statement of campus security policy as one to which students and employees should report criminal offenses; and an official of an institution who has a significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings.
- ▶ ...each institution must conduct a substantive review of all of its officials, including students with official duties for example, resident assistants, and evaluate whether the Clery Act designates the individual a CSA and thereby confers reporting obligations. CSAs must be identified, notified of their reporting obligations, be properly training, and provided with a mechanism for communicating reported incidents to the appropriate officials. (Handbook, 75).



Questions?

Thank you!