



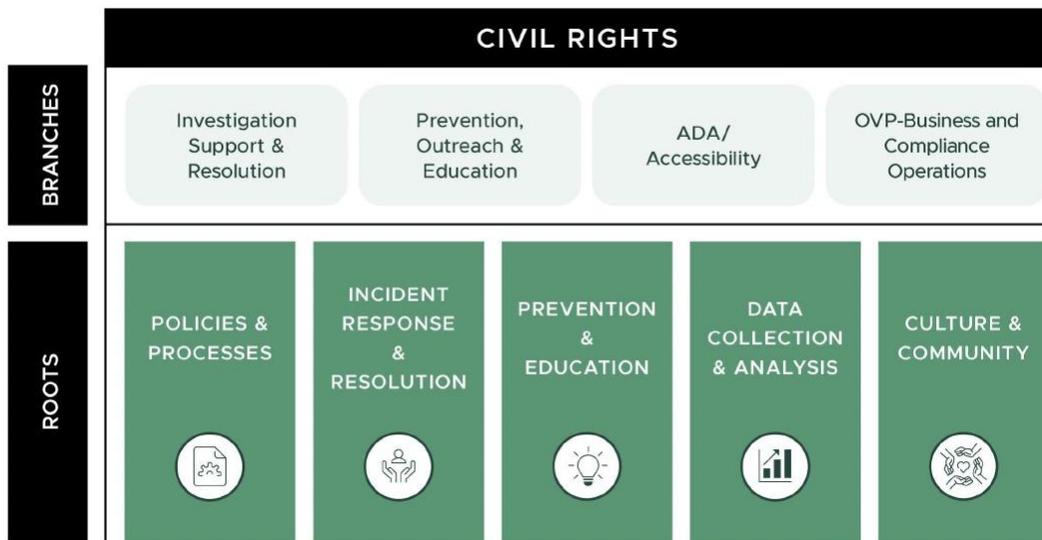
Spring 2026

Civil Rights Policy Improvement Initiative

Office for Civil Rights and Title IX
Education and Compliance (OCR)

The following policy draft
proposals are subject to change.

At OCR, our mission is to...



Advance civil rights through a multidisciplinary approach of policies and processes; incident response and resolution; prevention and education; data collection and analysis; and culture and community.

We carry out this mission by:

- **Engaging** with the MSU Community to share the rights and responsibilities that come with being a Spartan.
- **Equipping** students, faculty and staff with the knowledge and tools to prevent, recognize and report all forms of discrimination.
- **Responding** to reports of discrimination and harassment, including RVSM, and retaliation and seeking to provide a just resolution that ensures access and centers on the well-being of those involved.
- **Removing** any barriers that prevent individuals from fully participating in MSU's programs, services and activities.
- **Connecting** those affected by discrimination and harassment, including RVSM, and retaliation with the support they need.

OCR is proposing a new Civil Rights Conduct and Responsibilities (CRCR) Policy to unify and replace existing policies.*



*Includes incorporation of current standalone Emergency Removal Procedures, Hearing Procedures, Appeal Procedures, and ADP User's Manual into consolidated Process Standards.

By adding “Responsibilities”, the policy emphasizes that each of us plays a part in upholding civil rights.

- Discrimination and harassment, including relationship violence and sexual misconduct (RVSM), and retaliation can occur at the individual/interpersonal level and the institutional/structural level and cause widespread harm, impacting safety, health, and wellbeing and access to opportunities.
- Every member has a responsibility to be informed about the University’s civil rights policies, complete any training required by the University, refrain from engaging in Prohibited Conduct, comply with applicable mandatory reporting obligations, and when it is safe and reasonable to do so, community members are encouraged to take lawful and appropriate steps to stop or deescalate conduct that may violate this Policy, or to seek assistance through established University reporting or response mechanisms.
- Leaders, managers, and supervisors have additional responsibilities.

The CRCR Policy draft builds upon and is strengthened by multiple key elements.

Existing policies and procedures

Prior/paused policy development (2023-2024)

Best and emerging practices in higher education

MSU 2030 & RVSM Strategic Plans/OCR Strategic Framework

Culture of Respect Survey

University-wide approach for policy clarity

MSU commitment to continuous improvement and operational excellence

Although there are some changes, the core of the policies remains the same.

Policy Area	Comments
Commitment	This policy affirms MSU's commitment to advancing civil rights by prohibiting protected identity discrimination and harassment, including RVSM, and retaliation so all Spartans have access to fully participate in university programs and activities.
Compliance	Through this policy, MSU remains in compliance with all federal, state, and local civil rights laws pertaining to discrimination, harassment, and retaliation.
Prohibited conduct	All conduct prohibited under the current policies remains prohibited.
Reporting processes	All pathways for reporting remain the same as under the current policies.
Supportive measures	All supportive measures and processes for requesting them remain unchanged.
Process advisors	All parties in a formal grievance process have access to a University-provided process advisor upon request.
Appeals processes	All previous appeals processes remain the same as under the previous policies.

For clarity and consistency, some definition/policy shifts are proposed.

Policy Area	Comments
Definitions of misconduct	The definitions have been streamlined and clarified.
Investigative processes	A formal complaint is now required to initiate all investigations.
Employee participation	Provides specific circumstances on when participation is required and when it is at the discretion of the employee.
Resolution processes	As in the current policy, two formal resolution process options exist: Adaptable resolution and investigative resolution. Some investigative resolution processes will involve a hearing.

Hearings available only for RVSM/Title IX prohibited conduct or when involving students.

Party Affiliation	Hearing	No Hearing
Student / Student Org (all parties)	<p>Required: Title IX or RVSM prohibited conduct</p> <p>Optional: Any prohibited conduct when credibility is at issue and material to the outcome and party opts for a hearing</p>	<p>Options Available:</p> <ul style="list-style-type: none"> • Adaptable resolution process <ul style="list-style-type: none"> • Only when both parties and the university agree • Investigator determination <ul style="list-style-type: none"> • When a hearing is not required or chosen by a party OR when adaptable resolution is not chosen by all parties and the university
Non-Student (any party)	<p>Required: Title IX or RVSM prohibited conduct</p> <p><u>Not available otherwise.</u></p>	<p>Options Available:</p> <ul style="list-style-type: none"> • Adaptable resolution process <ul style="list-style-type: none"> • Only when parties and the university agree • Investigator determination <ul style="list-style-type: none"> • When a hearing is not required OR when adaptable resolution is not chosen by all parties and the university

OCR also is proposing a revised mandatory reporting policy to add civil rights responsibilities for managers/supervisors.



* Title IX.

** Title IX, Title VI, Title VII.

† Regarding mistreatment/differential treatment based on protected identity.

If approved, the policies will be implemented for AY 2026.

Spring
2026

- Stakeholder / Community Input
- Finalization of Proposed Policy

Summer
2026

- Submission for Approval with Proposed Effective Date of July 15, 2026
- Initial Implementation

Fall
2026

- Communication and Training Rollout
- Ongoing Implementation

As we revise and finalize the proposed policies, your input is critical.

- What questions do you have regarding the proposed Civil Rights Conduct and Responsibilities Policy's purpose, scope, timeline, and/or impact?
- What questions do you have regarding the proposed Civil Rights Reporting and Response Policy's purpose, scope, timeline, and/or impact?
- What unintended consequences—positive or negative—might result from this policy?
- What challenges do you foresee in the implementation of this policy? Any thoughts on how to address them?
- Is there anything we haven't talked about with regards to this policy that you would like us to address?
- As we consider communications and trainings, how can we best support you through the implementation of this policy revision?
- What's the most important thing we should be keeping in mind as we finalize this policy?



Scan the QR Code for the Policy Feedback Form to answer these questions!

[Civil Rights Policy Improvement Initiative Feedback Form](#)

Thank You

Office for Civil Rights and Title IX

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Investigation, Support and Resolution Department

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Prevention, Outreach and Education Department

408 W. Circle Drive
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Email: empower@msu.edu
Website: poe.msu.edu

Office of Accessibility Compliance and the ADA/Section 504 Coordinator

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Phone: (517) 355-3960
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Digital Accessibility Website:
webaccess.msu.edu

We want to hear from you!



Scan this QR Code for the General OCR Feedback Form and provide feedback about anything OCR-related.

[OCR Feedback Form](#)

References

How to report a potential policy violation

Any person may file a report in person, by mail, by telephone, or by electronic mail, using the links and contact information listed below. Reports may be made at any time (including during non-business hours) by using the telephone number, email, online reporting form, or by mail to the OCR address listed below. Reports may be submitted in person at the OCR Office during business hours or by appointment if after business hours. University community members may report allegations of harassment, discrimination or retaliation to OCR via the [Public Incident Reporting Form](#) or by calling OCR at (517) 353-3922.

Office for Civil Rights and Title IX Education and Compliance

408 W. Circle Dr., Suite 5, Olds Hall
East Lansing MI 48824
(517) 353-3922
ocr.isr@msu.edu
Reporting Form: [File a report](#)

The University's Title IX Coordinator is responsible for oversight and implementation of the University's Title IX policies and grievance procedures, monitoring the campus climate, and coordination of Title IX compliance efforts across the University. MSU's Title IX Coordinator is:

Laura Rugless, JD

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[Public Incident Reporting Form](#)

Current MSU's Civil Rights Policies

- [Anti-Discrimination Policy \(ADP\)](#)
 - [ADP Users Manual](#)
- [Digital Accessibility Policy](#)
- [Disability and Reasonable Accommodation](#)
- [Mandatory Reporting for Relationship Violence, Sexual Misconduct and Stalking](#)
- [Pregnancy, Childbirth and Pregnancy-Related Conditions for Students and Employees](#)
- [Relationship Violence and Sexual Misconduct and Title IX \(RVSMTIX\) Policy](#)

Current Policy Infographics

- [Mandatory Reporting](#)
- [Relationship Violence and Sexual Misconduct and Title IX Process](#)
- [Anti-Discrimination Process](#)
- [Understanding and Reporting a Hostile Environment](#)
- [Countering Identity-Based Harm](#)
- [Adaptable Resolution Process](#)

Source: <https://civilrights.msu.edu/file-a-report/index.html>