

What do I do if another MSU employee tells me about relationship violence, sexual assault, stalking, or sexual harassment?



You can show you care about your colleague by respecting their choices and connecting them to supportive resources.

Express Support

The most important thing you can do is listen and help them feel safe and supported. Here are some ideas of what you can say:

“I know this is hard to talk about.”

“I believe you.”

“I care about you and am here to listen or help in any way I can.”

“I’m here to listen and support you.”

“It took a lot of courage to tell me about this.”

Remember:

It’s not your job to find out details about what occurred.

Avoid asking questions such as:

❌ “What were you doing before that happened?”

or

❌ “Why haven’t you told anyone yet?”

This may make your colleague feel judged or blamed.

Offer to Help Connect With Resources

Knowing what resources are available can help someone along their path to healing. Gently ask your colleague if they are interested in learning about supportive resources. Offer to connect them with trained professionals who can help or offer to visit supportmore.msu.edu with them to learn about what services are available.



Explain Your Role as an MSU Employee

It’s important to be transparent about your obligations to report incidents as an MSU employee. “Because of my role at MSU, I’m required to share what you’ve told me with the Office of Institutional Equity and MSU Police. They will listen to what you want to happen next and honor your decisions, as long as you and others aren’t at risk or in danger. Even if there is no formal investigation, there may be things they can do to help you feel safe and continue to succeed in your job here at MSU.

When possible, ask if your colleague would like to fill out the online reporting form with you so they are aware of what is being shared with the university.

Center for Survivors*

Provides crisis support, advocacy, and counseling for survivors of sexual assault and harassment.

24-Hour Crisis Hotline: (517) 372-6666 | Crisis Chat: centerforsurvivors.msu.edu

Sexual Assault Healthcare Program*

Provides free 24/7 exams and medical care to anyone 18+ who has been sexually assaulted in the last five days.

(517) 353-2700 | centerforsurvivors.msu.edu/sexual-assault-healthcare-program

MSU Safe Place*

Provides emergency shelter, advocacy, and counseling for survivors of relationship violence and stalking.

(517) 355-1100 | safeplace.msu.edu

Employee Assistance Program*

Provides short-term counseling for MSU faculty, staff, grad students, retirees, and insurance-eligible dependents.

(517) 355-4506 | eap.msu.edu

The Gender and Sexuality Campus Center*

Provides support to the LGBTQIA2S+ campus community.

(517) 353-9520 | gsc.msu.edu

Community Support Bureau at MSU Police & Public Safety

Provides immediate help to anyone who has been assaulted.

(517) 355-2221 | police.msu.edu/community-support-bureau

Title IX Coordinator & Office of Institutional Equity (OIE)

Responds to reports by offering supportive measures and provides options for investigation and resolution.

(517) 353-3922 | civilrights.msu.edu

*Programs exempt from MSU RVSM mandatory reporting policies.