MSU FACULTY & STAFF: 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 listening, 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 believe you.”
* “I know this is hard to talk about.”
* “It took a lot of courage to tell me about this.”
* “I’m here to listen and support you.”
* “I care about you and am here to listen or help in any way I can.”

## Remember:

It’s not your job to find out details about what occurred. Avoid asking questions such as:

* “Why were you there?”
* Or “Had you been drinking?”
* This may make your colleague feel judged or blamed.

## 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 as a student 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.

## 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 the [Support More Homepage](http://supportmore.msu.edu/) (supportmore.msu.edu) with them to learn about what services are available.

## 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: [Center for Survivors Crisis Chat Page](http://centerforsurvivors.msu.edu/) (http://centerforsurvivors.msu.edu/)
* This program is exempt from MSU RVSM mandatory reporting policies.

## 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
* [Sexual Assault Healthcare Program Home Page](http://centerforsurvivors.msu.edu/sexual-assault-healthcare-program) (centerforsurvivors.msu.edu/sexual-assault-healthcare-program)
* This program is exempt from MSU RVSM mandatory reporting policies.

## MSU Safe Place

* Provides emergency shelter, advocacy, and counseling for survivors of relationship violence and stalking.
* (517) 355-1100
* [MSU Safe Pace Home Page](http://safeplace.msu.edu/) (safeplace.msu.edu)
* This program is exempt from MSU RVSM mandatory reporting policies.

## Employee Assistance Program

* Provides short-term counseling for MSU faculty, staff, grad students, retirees, and insurance-eligible dependents.
* (517) 355-4506
* [Employee Assistance Program Home Page](http://eap.msu.edu/) (eap.msu.edu)
* This program is exempt from MSU RVSM mandatory reporting policies.

## The Gender and Sexuality Campus Center

* Provides support to the LGBTQIA2S+ campus community.
* (517) 353-9520
* [The Gender and Sexuality Campus Center Home Page](http://gscc.msu.edu/) (gscc.msu.edu)
* This program is exempt from MSU RVSM mandatory reporting policies.

## Community Support Bureau at MSU Police & Public Safety

* Provides immediate help to anyone who has been assaulted.
* (517) 355-2221
* [Community Support Bureau at MSU Police & Public Safety Home Page](http://police.msu.edu/community-support-bureau) (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
* [Title IX Coordinator & Office of Institutional Equity (OIE) Home Page](http://civilrights.msu.edu/) (civilrights.msu.edu)

## Michigan State University

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