



MSU's Relationship Violence and  
Sexual Misconduct & Title IX Policy  
Resources & Reporting



MSU Health Care Team



# PROTECTING PATIENTS & IMPROVING HEALTHCARE SAFETY

Michigan State University (MSU) is committed to achieving the highest standards in assuring patient care and safety; preventing relationship violence and sexual misconduct; providing supportive services to faculty, staff and students experiencing these concerns and responding in a trauma-informed manner to reports of such incidents.

## MSU'S RVSM & TITLE IX POLICY

Under the Relationship Violence and Sexual Misconduct (RVSM) and Title IX Policy, the University prohibits sexual harassment as well as relationship violence, sexual misconduct, and stalking.

## MSU'S MANDATORY REPORTING POLICY

Under the Mandatory Reporting policy, **ALL MSU EMPLOYEES** including student employees, MSU Health Care employees and volunteers, are required to report incidents or conduct that may be prohibited by the RVSM and Title IX policy that:

1. They observe or learn about in their working or professional capacity; **and**
2. Occurred at a University-sponsored event **or** on University property **or** involves a member of the University community\* with respect to conduct that may have occurred while they were a member of the University community

This is commonly referred to as "responsible employee" or "mandatory reporting." Some employees in particular offices are exempt from reporting while providing services. A list of these offices is located in the Mandatory Reporting Policy.

*\*Community Member means all individuals who have relationship with or to the University (or had at the time of incident). Full definition can be located in the Mandatory Reporting FAQ at [civilrights.msu.edu/policies](https://civilrights.msu.edu/policies)*



## RETALIATION

Retaliation is also **prohibited** by the RVSM & Title IX Policy. Retaliation includes an act (or attempted act) taken against any individual who is participating or expecting to participate in a protected activity as defined by the RVSM & Title IX Policy. This could include making a report, filing a complaint, seeking assistance, or participating (as a witness, support person, etc.) in any case or hearing that is related to harms covered under the RVSM & Title IX Policy – such as relationship violence or sexual misconduct or stalking.

# REPORT AN INCIDENT

## MSU OFFICE FOR CIVIL RIGHTS

MSU's OCR is responsible for investigating, hearing and resolving all complaints of relationship violence, sexual misconduct and stalking under the Policy.

MSU Office for Civil Rights  
Olds, Hall, 408 West Circle Drive, Suite 5  
East Lansing, MI 48824  
Phone: (517) 353-3922  
Email: [OCRhealthcare@msu.edu](mailto:OCRhealthcare@msu.edu)

MSU has a **Health Care Civil Rights Specialist** available as a resource to MSU Health Care patients, providers, and staff. Individuals may contact the Specialist at [OCRhealthcare@msu.edu](mailto:OCRhealthcare@msu.edu) to report an incident specific to MSU Health Care. Reports of discrimination, harassment, or retaliation related to MSU Health Care can also be submitted on the OCR website at [civilrights.msu.edu](http://civilrights.msu.edu).

## SUPPORTING SURVIVORS of relationship violence & sexual misconduct

### KNOW YOUR ROLE

It's important to remember your role. Refrain from asking for details or giving unwanted advice. There are staff available at MSU who can investigate and provide counseling. Your role is to support the survivor.

### REFLECT THE PERSON'S LANGUAGE

Be supportive. Mirror the other person's language so they are defining their own experiences.

### ASK OPEN-ENDED QUESTIONS

Avoid prying or "why" questions, these can make someone feel blamed or overwhelmed. Try something more supportive like:

*"How can I help?"*

### CONNECT TO RESOURCES

Offer resources to the survivor, like the ones mentioned in this brochure.

### EXAMPLES OF HELPFUL THINGS TO SAY

I SUPPORT YOU

IT'S NOT YOUR FAULT

HOW CAN I HELP?

I AM SORRY THAT HAPPENED TO YOU

*It is helpful to establish an awareness in your workplace and/or practice for others to know that you are a mandatory reporter.*

For an inclusive list of resources to support survivors, please visit:  
<https://poe.msu.edu/resources/survivor-resources.html>

# RESOURCES

## MSU CENTER FOR SURVIVORS

Services available for survivors of sexual violence, including individual therapy, support groups, crisis intervention, and advocacy (*confidential*)



24-hour crisis line: **(517) 372-6666**  
[centerforsurvivors.msu.edu](http://centerforsurvivors.msu.edu)

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## MSU SAFE PLACE

Resources for those impacted by relationship violence and stalking. Advocacy, therapy, group therapy, emergency shelter, and safety planning (*confidential*)

**(517) 355-1100**  
[safeplace.msu.edu](http://safeplace.msu.edu)

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## EMPLOYEE ASSISTANCE PROGRAM (EAP)

Counseling, emotional wellness and family services for faculty, staff, retirees and graduate student employees (*confidential*)

**(517) 355-4506**  
[eap.msu.edu](http://eap.msu.edu)

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## UNIVERSITY OMBUDSPERSON

Assistance to any student in resolving conflicts and disputes within the university (*confidential*)

**(517) 353-8830**  
[ombud.msu.edu](http://ombud.msu.edu)

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## MSU SEXUAL ASSAULT HEALTHCARE PROGRAM

Free services, provided by specialized forensic nurses, to adults who have been sexually assaulted within the last five days (*confidential*)



24-hour service: **(517) 353-2700**  
[centerforsurvivors.msu.edu/sexual-assault-healthcare-program](http://centerforsurvivors.msu.edu/sexual-assault-healthcare-program)

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## END VIOLENT ENCOUNTERS

Lansing community-based program that provides support, shelter & advocacy to those experiencing domestic violence, dating violence, sexual assault and/or stalking



24-hour crisis line: **(517) 372-5572**  
[eveinc.org](http://eveinc.org)

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## MSU COUNSELING & PSYCHIATRIC SERVICES (CAPS)

Individual, relationship and group counseling, psychiatric services (*confidential*)

**(517) 372-8270**  
[caps.msu.edu](http://caps.msu.edu)

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## OCR SUPPORT & INTAKE TEAM

Academic, housing, and employment assistance and support for anyone impacted by relationship violence or sexual misconduct (*not confidential*)

**(517) 355-3960**  
[civilrights.msu.edu](http://civilrights.msu.edu)

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MSU Title IX Coordinator: Laura Rugless: [OCR.laurarugless@msu.edu](mailto:OCR.laurarugless@msu.edu).

For a full list of resources visit: [poe.msu.edu/resources](http://poe.msu.edu/resources)