What are my responsibilities as a faculty or staff member?

As a trusted resource on campus and someone who has a responsibility to create a safe and welcoming educational environment, Slippery Rock University defines all employees as mandated reporters. This means that you must report all violations of sexual misconduct as soon as you are made aware. You are required to report incidents you personally observe as well as incidents reported to you. When reporting, you must include all the information you know about the incident including any student names of which you have been made aware.

By fulfilling these responsibilities, you assist the University in complying with legal requirements and help the University maintain its commitment to fostering a secure, equitable and inclusive community.

How do I report an incident of sexual assault?

If you become aware of an incident of sexual misconduct, you must report it to the University. To report an incident, you will fill out a care referral (see link below). Please provide as much information as you know about the incident. Once submitted, the report will be shared with the Director of Student Support and the Title IX Coordinator for response.

What is sexual misconduct?

The term “sexual misconduct” covers all forms of sexual harassment, sexual violence, and intimate partner violence – including stalking, bullying, and retaliation. Sexual misconduct can be committed by a person of any gender, and it can occur between people of the same or different gender. Sexual misconduct occurs when an action or behavior is committed towards another person without his or her consent.

What is consent?

- Consent is a voluntary agreement to engage in sexual activity.
- Someone who is incapacitated cannot consent.
- Past consent does not imply future consent.
- Consent to engage in sexual activity with one individual does not imply consent to engage in sexual activity with another. Consent can be withdrawn at any time.
- Coercion, force, or threat of either invalidates consent.

What happens to a student after I report an incident of sexual misconduct?

After a care referral is received for an incident of sexual misconduct, the Director of Student Support will send an email to the student containing a list of on-campus and off-campus resources that they may wish to access (the full list of resources are included in this pamphlet). The Title IX Coordinator is also made aware of the incident so that it can be added to the University’s official Title IX records. At no time does the University force a student to participate in an investigation. The choice is completely up to the student whether they pursue criminal, civil, or judicial action against the perpetrator. University officials connect the student to appropriate resources who can help them make a decision about next steps, which may include doing nothing.

What about privacy and confidentiality?

There are only a small handful of employees who are exempt from reporting requirements. Faculty in the Student Counseling Center may hold this information confidential when they are made aware of a sexual misconduct incident while acting in the capacity of a counselor. Medical staff in the Student Health Center are exempt when acting in the capacity of a medical provider. The Director of the Women’s Center is also exempt from reporting full details of sexual misconduct. (continued on next page)

While confidentiality does not apply to knowledge of sexual misconduct for most employees, privacy still does. Privacy generally means that information related to a report of sexual misconduct will only be shared with a limited circle of individuals. SRU employees are expected to keep any information they receive regarding sexual misconduct private from other individuals not involved in the investigation into the matter. Once an employee reports knowledge of sexual misconduct, this information is only shared with people who “need to know” in order to assist in the active review, investigation, or resolution of the report. While not bound by confidentiality, those individuals conducting the investigation and providing support will be discreet and respect the privacy of all individuals involved in the process.

How should I respond if a student reports an incident of sexual misconduct to me?

- Talk, listen, respect and be emotionally available to the person.
- Understand and accept the fact that the assault/abuse happened.
- Do not blame the survivor. Understand that it is not the person’s fault.
- Suggest options and actions (medical, psychological and other assistance), but let the person decide what action to take.
- Let the person talk about the incident, but don’t force a discussion.
- Give the person time to heal. Be patient and understand that the healing process takes time.
- Encourage and accompany the person in obtaining medical attention.
- If the person wishes to seek criminal action, it should be done as soon as possible after the incident.