

# SEXUAL HARASSMENT & SEXUAL VIOLENCE

## Prevention and Response for Minnesota State Mankato Faculty & Staff

We all play a role in creating a healthy and safe campus and a community free of sexual harassment and violence.

### Sexual Harassment

Sexual harassment is a form of sex discrimination. There are two types of sexual harassment:

#### ***Quid Pro Quo:***

#### ***"This for That"***

- Unwelcome requests for sexual favors or conduct
- Submission is a condition of employment, education, benefit, or opportunity

#### ***Hostile Environment***

- Unwelcome conduct
- Severe, persistent, or pervasive to alter conditions of work/education
- Creates abusive work/educational environment

### Sexual Violence

Involves the following continuum of conduct:

- Sexual Assault (Rape, Fondling)**
- Dating/Intimate Partner/Relationship Violence**
- Stalking**
- Non-forcible Sex Acts**
- Aiding Acts of Sexual Violence**

The University has policies which define and explicitly prohibit these behaviors. Review the full policies at: <http://www.mnsu.edu/eotitleix/responsibilities.html>

## How do I support a student who has experienced sexual harassment or sexual violence?

### STEP 1: SUPPORT

#### *Offer support*

- Listen without judgment.
- Avoid shaming them.
- Inform them that you may have a responsibility to report what they share with you to the EOTIX office.
- Share that they have options and they don't need to decide now.

*"Thank you for feeling you could reach out to me. Before you share further, I just want to inform you that I may need to report what you share with me to the EOTIX Office, but I still want to support you."*

*"Thank you for sharing this with me. I'm sorry that this happened. How can I help you?"*

### STEP 2: REFER

#### *Connect the student/employee with resources*

- Connect the student with the relevant resources listed on the back.

*"There are a number of on and off-campus resources you can reach out to for more information and support, including some confidential resources."*

### STEP 3: FOLLOW-UP

#### *Contact the EOTIX Office*

- Promptly notify the EOTIX Office. Share all known details, including: names, dates, times, location, and nature of incident.
- Inform student/employee that they'll be contacted by the EOTIX Office.
- You can reach the EOTIX Office at [eotitleix@mnsu.edu](mailto:eotitleix@mnsu.edu) or 507-389-2986.

*"I may have a duty to notify the EOTIX Office. This means they will reach out to you to offer assistance, reporting options, and resources. But, you are not required to participate in any investigation they may conduct or provide them with information."*

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If you have questions about an appropriate response, reporting, and/or wish to consult with our office please contact us by email [eotitleix@mnsu.edu](mailto:eotitleix@mnsu.edu) or call 507-389-2986.

## Contacting the Office of Equal Opportunity & Title IX

Any student or employee who knows of, receives information about or a complaint of sexual harassment or sexual violence is ***strongly encouraged*** to report the information. Students and employees who are designated as Campus Security Authorities have a duty to and are required to report. The report should be made as soon as possible after an incident occurs. Here are some important considerations that may help in making that decision:

- Individuals become aware of their options and resources on and off campus;
- Individuals are provided support and accommodations (academic, housing, no contact directives, etc.);
- Research shows that perpetrators are likely to assault again; unchallenged behavior can result in more victims; and
- Your action can help create a welcoming campus environment.

There may be instances where the University determines it needs to act regardless of whether the parties have reached a personal resolution or if the complainant requests no action be taken. In such instances, the University will investigate and take appropriate action, taking care to protect the identity of the complainant and any other reporter in accordance with University procedure. It is important to note that students are eligible to receive support regardless of whether they elect to pursue criminal, civil, or administrative remedies.

## What options are available to members of the University who experience sexual violence?

Any member of the University community may pursue all, none, or some of the following options simultaneously.

### SUPPORT SERVICES

In addition to the support of friends and family, the following resources may be helpful:

#### ***On-Campus (Confidential) Resources***

Violence Awareness & Response Program (VARP) 507-389-5127  
 Student Health Services 507-389-6276  
 Counseling Center 507-389-1455

#### ***Off-Campus Resources***

Committee Against Domestic Abuse (CADA) 800-477-0466 (24/7)  
 National Sexual Assault Hotline and Anonymous online chat: [www.rainn.org](http://www.rainn.org) or by phone at 800-656-HOPE

### UNIVERSITY COMPLAINT

Complaints against students and employees can be made to the EOTIX Office in-person at Morris Hall 014 or online (you may remain anonymous) at:

<http://link.mnsu.edu/sexualviolence-report>.



### CRIMINAL COMPLAINT

All members of the University community are encouraged to report criminal conduct to the police. The decision to report to the police will not affect the ability to file a complaint through the University.



#### **HOW TO CONTACT THE POLICE**

Mankato Police: 911 or 507-387-8791  
 \*Persons can also contact University Security at 507-389-2111 to connect with police

## How can I contribute to a safe and healthy Minnesota State Mankato community?

Minnesota State Mankato has an enduring commitment to enhancing our students and employees quality of life by developing and fostering understanding and appreciation of a free and diverse society and providing equal opportunity for all students and employees. Here are some actions you can take to promote this mission:

Model respect, civility, trust, and integrity to all students and employees.

Attend events – and bring your students!

Speak Up. Intervene if you see inappropriate behavior, or hear students or colleagues making comments or jokes which degrade others.

Engage in internal and external opportunities to learn about people of all backgrounds

Email us at [eotitleix@mnsu.edu](mailto:eotitleix@mnsu.edu) to request training for your department or staff.

Actively value diversity and promote understanding of the value for all students and employees.

A member of the Minnesota State System and an Affirmative Action/Equal Opportunity University.

This document is available in alternative format to individuals with disabilities by calling the Office of Equal Opportunity & Title IX at 507-389-2986 (v), 800-627-3529 or 711 (MRS/TTY).