Empower community commitment to prevent gender-based violence through education, outreach, and social change.

Support Survivors
Demonstrate allied behavior
Make positive change
Be an active bystander
SPEAK UP
Educate Yourself
Get involved
Shift attitudes, beliefs, and behaviors
Care & compassion
Continue Learning
Get involved
POE.MSU.EDU
Survivor - Centered
Listen

FACULTY & STAFF
INFORMATION
RELATIONSHIP VIOLENCE AND SEXUAL MISCONDUCT (RVSM) AND TITLE IX POLICY INFORMATION

DEFINITIONS

• RELATIONSHIP VIOLENCE
Physical or sexual violence committed by a person who is/has been in a romantic relationship with the victim

• STALKING
Engaging in a course of conduct directed at a specific person that would cause a reasonable person to feel fear or emotional distress

• SEXUAL MISCONDUCT
Sexual harassment: unwelcome sexual advances, requests for sexual favors, or other unwelcome behavior of a sexual nature that is persistent, pervasive, or severe
Sexual exploitation: attempting to take non-consensual or abusive sexual advantage of another for one's own benefit, or to benefit others
Sexual violence: attempted or completed sexual penetration or sexual contact without consent

For the full RVSM Policy, including in-depth definitions go to: civilrights.msu.edu

REPORTING INFORMATION

Employees and volunteers who are not otherwise exempt are obligated to promptly report incidents of sexual harassment, sexual violence, sexual misconduct, stalking, and relationship violence that:
• are observed or learned about in their professional capacity
• involve a member of the university community or
• occurred at a university-sponsored event or on university property

All incidents must be promptly reported to the Office of Institutional Equity (OIE).

Incidents of relationship violence, sexual violence (including sexual assault), stalking, and sexual exploitation must also be reported to the MSU Police Department (MSUPD).

OIE
408 W. Circle Drive, Room 4, East Lansing, MI 48824
oie.msu.edu
(517) 353-3922
msu.publicincidentreporting.com

MSUPD
1120 Red Cedar Road, East Lansing, MI 48824
police.msu.edu
(517) 355-2221
SUPPORT DURING AND AFTER A DISCLOSURE

Knowing how to support someone can make a big difference to those who have experienced past or current relationship violence, stalking, and/or sexual misconduct. Below are some tips to support someone if they disclose abuse:

**BE TRANSPARENT**
Tell students and/or colleagues if you are a responsible employee. Ideas may be: including this in your syllabus or talking about it at a staff meeting.

**REFLECT THE PERSON’S LANGUAGE**
Be supportive. Mirror the other person’s language so they are defining their own experiences.

**DON’T OVERSTEP**
It’s important to remember your role. Refrain from asking for details or giving unwanted advice. Leave it to the professionals on campus to investigate cases. Your role is to support the survivor and offer a message of belief.

**ASK OPEN-ENDED QUESTIONS**
Avoid “why” questions. Asking “why” questions can leave someone feeling blamed and overwhelmed. Instead try asking, “What do you need?” or “How can I help?”

**CONNECT TO RESOURCES**
Offer confidential resources to the survivor (review page 4).

**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

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

MSU SAFE PLACE
Resources for those impacted by relationship violence and stalking. MSU Safe Place provides advocacy, therapy, group therapy, emergency shelter, and safety planning (confidential)
(517) 355-1100
safeplace.msu.edu

MSU SEXUAL ASSAULT HEALTHCARE PROGRAM
Free services, provided by specialized forensic nurses, to adults who have been sexually assaulted within the last 5 days (confidential)
24-hour service: (517) 353-2700
centerforsurvivors.msu.edu/sexual-assault-healthcare-program

END VIOLENT ENCOUNTERS
Lansing community-based program that provides support, shelter, and advocacy to those experiencing domestic violence, dating violence, sexual assault and/or stalking (confidential)
24-hour crisis line: (517) 372-5572
evinc.org

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

UNIVERSITY OMBUDSPERSON
Assistance to any student in resolving conflicts and disputes within the university (confidential)
(517) 353-8830
ombud.msu.edu

MSU COUNSELING & PSYCHIATRIC SERVICES (CAPS)
Individual, relationship and group counseling, psychiatric services (confidential)
(517) 372-8270
caps.msu.edu

MSU EQUITY NAVIGATOR
Academic, housing, and employment assistance and support for anyone impacted by relationship violence or sexual misconduct (not confidential)
(517) 355-3960
civilrights.msu.edu

For a full list of resources visit: poe.msu.edu/resources