

Survivor - Centered MSU



Make positive change  
Support Survivors  
Be an active bystander  
Demonstrate allied behavior

# PREVENTION OUTREACH & EDUCATION

Shift attitudes, beliefs,  
and behaviors

**SPEAK UP**  
Educate Yourself

Continue Learning **Care & compassion**

Listen

Empower community commitment to prevent  
gender-based violence through education,  
Get involved

[POE.MSU.EDU](http://POE.MSU.EDU)

outreach, and social change

## 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](https://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](https://oie.msu.edu)  
(517) 353-3922

### MSUPD

1120 Red Cedar  
Road, East Lansing,  
MI 48824

[police.msu.edu](https://police.msu.edu)  
(517) 355-2221

[msu.publicincidentreporting.com](https://msu.publicincidentreporting.com)

# 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.

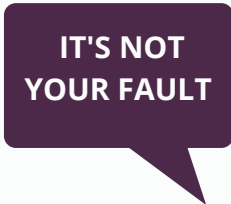
## ASK OPEN-ENDED QUESTIONS

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:



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)

## 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](http://centerforsurvivors.msu.edu/sexual-assault-healthcare-program)

## 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)

## MSU COUNSELING & PSYCHIATRIC SERVICES (CAPS)

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

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

## 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  
[eveinc.org](http://eveinc.org)

## 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)

## 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](http://civilrights.msu.edu)

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