

Rights, Options, and Resources For Respondents



Mizzou is committed to a fair and unbiased resolution process where every person is treated with dignity and respect and provided all the rights and options afforded to them throughout the process. For any questions, please visit our website at equity.missouri.edu or contact us at 573-882-3880 or equity@missouri.edu.

RESOURCES

Confidential Resources

On Campus

Counseling Center

573-882-6601 | 435 Strickland Hall
After hours: 573-882-6601

MU Hospital

573-882-4141 | 1 Hospital Drive (MU Hospital ER)

Student Health Center

573-882-7481 | 909 Hitt Street

Care Team

573-882-5543 | careteam@missouri.edu
Confidentiality applies to Respondent services only

Employee Assistance Program

umurl.us/EAP

Off Campus

National Suicide Prevention Lifeline

800-273-8255

Trevor Project Lifeline

866-488-7386

Confidential resources will *not* share your information with our office unless you provide written consent.

MU Resource Centers

LGBTQ Resource Center

G225 MU Student Center | 573-884-7750

Women's Center

G108 MU Student Center | 573-882-6621

Gaines/Oldham Black Culture Center

813 Virginia Ave. | 573.882.2664

Multicultural Center

G107 MU Student Center | 573-882-7152

Other MU Resources

Veterans Center

N-5 Memorial Student Union | 573-884-4388

International Center

N-52 Memorial Student Union | 573-882-6007

Disability Center (Students)

S-5 Memorial Student Union | 573-882-4696

Office of Accessibility & ADA (Employees)

103 Heinkel | 573-884-7278

Supportive Measures are offered as appropriate and as reasonably available, regardless of whether a Formal Complaint is filed. Contact the Office of Institutional Equity for further assistance.

Supportive Measures			
Examples may include, but are not limited to:			
Referral and facilitating contact for counseling and other support services.	Academic accommodations such as being allowed to change class sections or requesting extensions.	Limited transportation accommodations, such as being allowed to park in a different location.	Change in living arrangements such as moving to another residence hall.
Mutual restrictions on contact between the Parties.	Implementing an administrative leave for an employee.	Interim suspending a student organization's operations, University recognition, and associated privileges.	Immigration and Visa assistance (ex. when changes in enrollment, due to the incident, affect visa status)
Emergency Removal from an education program or activity if, after an individualized analysis, it is determined there is an immediate safety risk.	Adjusting extracurricular activities, work schedules & assignments, supervisory responsibility, etc.	Assistance in making a report to on- or off-campus Law Enforcement.	Providing campus escort services through MUPD. Increasing security around certain areas of campus.

Resolution Process Overview

This is a high-level overview of the full process. Resolution options and other procedural details will vary based on when the reported incident occurred and whether the respondent (person being accused) is a student, faculty member, or staff member. You can find more information on our [website](#) or by contacting us to schedule a time to speak.



Your Rights in the Resolution Process

If you have been named in a complaint of discrimination or harassment, some of the rights you have in the process include:

- To be treated with respect by University officials throughout the process.
- To be free from retaliation.
- To request to have the matter resolved using a less formal resolution process (Conflict Resolution or Administrative Resolution). Note: Informal resolution options may not be appropriate for all matters and both parties must voluntarily agree to the proposed option.
- To have a support person accompany you throughout the process. If you are a student who does not have a Support Person and would like one, you may submit a request to the Office of Institutional Equity. Upon receipt of your request, the Office of Institutional Equity may assign a trained Support Person to you.
- Access to applicable University resources and support, to include supportive and confidential resources and reasonable supportive measures.
- The right to respond to each allegation and present relevant evidence, including the names of potential witnesses.
- To receive amnesty for minor student misconduct, at the discretion of the Title IX Coordinator.
- The right to file a report or Formal Complaint if you believe you have experienced harassment or discrimination.

Sanctions by the University

Individuals found responsible for violating one of the University’s Non-Discrimination policies may be subject to sanctions, including but not limited to:

Students	Faculty	Staff
<ul style="list-style-type: none"> • Warning • Probation • Loss of Privileges • Compensating the University for loss, damage, or injury to University property • Discretionary Sanctions such as completion of educational programming or counseling • Residence Hall Suspension • Residence Hall Expulsion • Campus Suspension • University Suspension • Withdrawal of Recognition of a student organization • University Expulsion. 	<ul style="list-style-type: none"> • Warning—Verbal or Written • Performance Improvement Plan • Required Counseling. • Required Training or Education • Loss of Annual Pay Increase • Loss of Supervisory Responsibility • Recommendation of discipline in a training program, including recommendation of termination, suspension or other corrective or remedial actions • Suspension without pay or termination in accordance with faculty status and CRR 310.060. 	<ul style="list-style-type: none"> • Verbal or written warning • Performance Improvement Plan • Required Counseling • Required Training or Education • Loss of Annual Pay Increase • Loss of Supervisory Responsibility • Demotion • Suspension without Pay • Termination • Recommendation of discipline in a training program, including recommendation of termination, suspension or other corrective or remedial actions.

Disability Accommodation: If you are a person with a disability and believe you may need accommodations to access resources or engage in the Equity Resolution Process, please contact the Office of Institutional Equity.