



Rights, Options, and Resources

Mizzou is committed to providing a safe learning and working environment for all members of our campus community. We encourage anyone impacted by sexual assault, dating violence, domestic violence, stalking, or other forms of discrimination/harassment to access support resources.

Confidential Resources	
On-Campus Resources Counseling Center 573-882-6601 435 Strickland Hall After hours: 573-882-6601 MU Hospital 573-882-4141 1 Hospital Drive (MU Hospital ER) For the Sexual Assault Nurse Examiner (SANE) Clinic, ask for the charge nurse and then ask for the SANE to be paged. You may also call 573-882-8091 prior to arriving. Student Health Center 573-882-7481 909 Hitt Street Nurse advice line available 24/7: 573-882-7481 Employee Assistance Program umurl.us/EAP	Off-Campus Resources True North of Columbia Hotline, Shelter, Counseling, Advocacy 573-875-1370 1316 Parkade Blvd 24-hour hotline: 800-548-2480 Missouri Crisis Line 888-761-4357 Deafline: 321-800-3323 or 573-445-5035 Textline: Text HAND to 839863 Rape, Abuse & Incest National Network (RAINN) Hotline 800-656-4673 National Domestic Violence Hotline 800-799-7233 Anonymous Crime Reporting (CrimeStoppers) 573-875-8477 National Suicide Prevention Lifeline 800-273-8255 Trevor Project Lifeline 866-488-7386

Supportive Measures			
Examples may include, but are not limited to:			
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.	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.
	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.
	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.
	Change in living arrangements such as moving to another residence hall.	Immigration and Visa assistance (ex. when changes in enrollment, due to the incident, affect visa status)	Providing campus escort services through MUPD. Increasing security around certain areas of campus.

Trained Support Person

Parties are permitted to have one Support Person present with them for all meetings, interviews, and hearings with the Office of Institutional Equity. Students may request assistance from a trained support person. A trained support person can provide information about the Title IX/Equity processes, connect students with resources, offer general support, and accompany students to meetings when appropriate.

Filing a Report with the University

You may make a report with the University's Office of Institutional Equity and/or the applicable law enforcement agency. Each option has its own, and separate, set of procedures and potential outcomes. You may choose to pursue one or both options. You are not required to file a complaint with law enforcement. Additionally, opting not to pursue a complaint with law enforcement does not prevent you from pursuing a complaint with the University, and vice versa.

Will the information I share be kept confidential? It is important to know that the Office of Institutional Equity is not designated as a confidential office. We take privacy concerns seriously and, in accordance with policy, the information is shared only when necessary and only to those who need to know. Please see the table on page one for a list of resources that are designated as confidential.

Can I make an anonymous report? Yes; but, please note that it may limit the steps the University can take to address the issue.

What happens after I make a report? An Equity Consultant/Investigator will contact you to discuss your options. Part of this discussion includes learning more about your particular situation and what outcome you would like to see. Not every case requires a formal investigation and the Equity Consultant/Investigator will work with you to resolve the matter in the most effective and appropriate way possible.

If there is an investigation, what does the process look like? An investigation is one part of the Equity Resolution Process. It involves informing the person being accused of the allegations (Respondent) and providing them an opportunity to respond. It also involves speaking with witnesses and collecting relevant evidence. For a high-level overview, please see the flowchart on the following page and for more detailed information, check out "Resolution Procedures" in the info box to the right.

What is the role of the Equity Consultant/Investigator? The Equity Consultant/Investigator is a neutral party responsible for conducting a complete, thorough, and impartial investigation. To support the impartial nature of this role, the Equity Consultant/Investigator is not an advocate for either party but is available to answer questions and provide resources and accommodations throughout the process.

Office of Institutional Equity

573-882-3880 | 145 Heinkel Building
equity@missouri.edu

Online Reporting Option:

equity.missouri.edu

(May submit anonymously)

University Policies and Procedures

The University uses procedures referred to as either the Equity Resolution Process or the Title IX Resolution Process to address reports of harassment and discrimination. The process used depends on when the reported incident occurred, and whether the person accused is a student, faculty, or a staff member. Please visit our [website](#) to review the policies and procedures that may apply to your situation. You may also contact us to discuss this information.

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
• 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.	• 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.	• 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.

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.



Filing a Report with Law Enforcement

Reports may be made to the University of Missouri Police Department or to the Police Department in the jurisdiction where the incident occurred. Law enforcement can initiate a criminal investigation and provide assistance in obtaining Orders of Protection from a court of law, which will be honored both on and off campus.

Students and employees are encouraged to file a report as soon as possible. Delays in reporting may make gathering evidence more difficult, but it may still be possible. Each person who has experienced sexual violence, relationship violence, or stalking should consider all of their options to determine what is best for their unique situation, keeping in mind that filing a police report may or may not be the best course of action. Opting not to file a police report does not prevent someone from filing a complaint with the University.

*The **Office of Institutional Equity** can provide support if you want assistance making a report to the police.*

Emergencies

911

MU Campus Police

573-882-7201
901 Virginia Ave.

Columbia Police Department

573-874-7652
600 East Walnut

Boone County Sheriff's Department

573-875-1111
2121 Country Dr.

Your Rights in the Resolution Process

Both parties have the right to:

- Be accompanied by a Support Person of your choice to all related meetings.
- Present information and witnesses.
- Be simultaneously informed in writing of the outcome of any disciplinary action.
- Be informed of the procedures and deadline for appealing the outcome.
- Be informed when such results become final.

MU Community 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

Student Veterans Resource & Support Center

N-5 Memorial Student Union | 573-884-4383

International Student and Scholar Services

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

Other MU Resources

Care Team

573-882-5543 | careteam@missouri.edu

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.