

Rights, Options, and Resources for Students and Employees who have experienced Sexual Violence, Dating or Domestic Violence, Sexual Exploitation, or Stalking

For more information, contact the MU Office for Civil Rights & Title IX (573-882-3880) or the Relationship and Sexual Violence Prevention (RSVP) Center (573-882-6638).

The University of Missouri is committed to providing a safe learning and working environment for everyone. Sexual violence, including sexual assault, dating violence, domestic violence, sexual exploitation, and stalking, is not tolerated. We encourage students, employees, and visitors who have been impacted by any of these offenses, whether on or off campus, to access the support services we provide, and to consider taking action through our internal equity resolution process and/or pursuing options available through the criminal justice system.

Confidential Resources and Support

There are resources, on and off campus, providing confidential assistance to students and employees. Resources that are available 24-hours a day are marked with an asterisk (*).

On Campus

- MU Relationship & Sexual Violence Prevention (RSVP) Center
 - Phone: 573-882-6638
 - Hours: Monday-Friday 8:00am to 5:00pm
 - Address: G216 MU Student Center

- MU Counseling Center
 - Phone: 573-882-6601
 - Hours: Monday-Friday 8:00am to 5:00pm, Crisis support available in person or by phone
 - Address: 119 Parker Hall
 - After hours crisis support: 573-882-6601*
 - After business hours, you may speak to a licensed counselor by phone

- MU Behavioral Health Services (Counseling and Psychiatry) at MU Student Health Center
 - Phone: 573-882-1483
 - Hours: Monday, Tuesday, Thursday, Friday 8:00am to 5:00pm
Wednesday 9:00am to 5:00pm
Closed 11:45am to 12:45pm daily
 - Address: 1020 Hitt Street, 4th Floor
 - After-hours support: 573-882-7481*
 - After business hours, you may speak with a crisis nurse

- MU Student Health Center
 - Phone: 573-882-7481
 - Hours: Monday, Tuesday, Thursday, Friday 8:00am to 5:00pm
Wednesday 9:00am to 5:00pm
Closed 11:45am to 12:45pm daily
 - Address: 1020 Hitt Street, Fourth Floor
 - After-hours support: 573-882-7481*
 - After business hours, you may speak with a crisis nurse

- Sexual Assault Nurse Examiner (SANE) Clinic at University Hospital ER*
 - Phone: 573-882-8091
 - Ask for charge nurse, then ask for SANE to be paged
 - Hours: 24-hours a day, 7 days a week
 - Address: 1 Hospital Drive

- MU Employee Assistance Program
 - Phone: 573-882-6701
 - Hours: Monday-Friday 8:00am to 5:00pm
 - Address: 102 Parker Hall

Off-Campus

- True North of Columbia (Hotline, Shelter, Counseling, Advocacy)*
 - Phone: 573-875-1370 or 800-548-2480 (24-hour hotline)
 - Address: 1316 Parkade Blvd, Columbia, MO 65203
- Missouri Crisis Line/Deafline*
 - 1-888-761-4357
 - Deaf or hard of hearing individuals may call 800-380-3323, 573-445-5108 or text HAND to 839863. *all lines voice and TTY accessible
- Rape, Abuse & Incest National Network (RAINN) Hotline*
 - Phone: 800-656-4673
 - Hours: 24 hours a day, 7 days a week
- National Domestic Violence Hotline*
 - Phone: 800-799-7233
 - Hours: 24 hours a day, 7 days a week
- Anonymous Crime Reporting through CrimeStoppers
 - Phone: 573-875-8477
 - Address: PO Box 319, Columbia MO 65205

Assistance and Accommodations

The University of Missouri can provide students and employees who experience sexual violence with important assistance and accommodations, where reasonably available. The accommodations are available regardless of whether the victim chooses to go to the police. Possible assistance and accommodations may include, but are not limited to:

- Referral to mental health providers and confidential advocates
- No Contact Order to eliminate contact with the accused person(s)
- Interim Protective Measures
 - Such as limiting the accused from participating in an activity, being present in a particular area or building, or imposing an interim suspension
- Academic Accommodations
 - Such as changing class sections or requesting extensions for coursework
- Referral to Legal Assistance available on campus or in the community
- Immigration and Visa Assistance
 - Such as when changes in enrollment, due to the incident, affect visa status
- Change in Living Arrangements
 - Such as changing residence halls
- Change in Transportation Arrangements
 - Such as being allowed to park in a different location
- Change in Working Situation
 - Such as being relocated to a more private or secure location
- Assistance in reporting to on or off-campus Law Enforcement
- Initiation of an Investigation and Equity Resolution Proceedings

To request assistance or accommodations, contact the MU Office for Civil Rights & Title IX and/or the MU Relationship & Sexual Violence Prevention (RSVP) Center.

Reporting Sexual Violence, Dating or Domestic Violence, Sexual Exploitation, or Stalking

When a student or employee reports an incident to the University, their privacy will be respected to the fullest extent possible. The report will be shared only with those with a need to know, and the student or employee will be apprised of actions taken. You can also make an anonymous report online at <http://civilrights.missouri.edu/reporting/>. If you choose to remain anonymous, it may limit the steps the University can take to respond.

Completely confidential resources, including counseling, are identified previously as "Confidential Resources." These resources can provide critically important assistance and support through the reporting process(es). Please know that disclosing to a confidential resource will not lead to action being taken by the University of Missouri.

Filing a Complaint with or Making a Report to the University of Missouri

MU Office for Civil Rights & Title IX

- Title IX Administrator, 573-882-2824, 202 Jesse Hall
- Title IX Equity Consultants & Investigators located at 145 Heinkel Building, at 201 S. 7th Street, 573-882-3880:
 - Salama Gallimore (Director of Investigations), 573-884-7526
 - Amber Lammers, 573-882-0943
 - Megan Fewell, 573-882-6218
 - Bailey Toulmin, 573-882-6204
 - Ross Brown, 573-882-5241
 - Diamond Scott, 573-884-7065

To file a complaint against a student, student organization, employee, faculty member, or visitor, please contact the Office for Civil Rights & Title IX, 573-882-3880, civilrights-titleix@missouri.edu, or 145 Heinkel Building. You may also contact the RSVP Center for assistance in filing a complaint, or if you want to talk confidentially about whether to file a complaint or make a report.

When a complaint is made, MU's Office for Civil Rights & Title IX will investigate, and may initiate disciplinary action using the Equity Resolution Process. The process shall—

- Provide a prompt, fair and impartial investigation and resolution.
- Be conducted by officials who have received annual training on how to conduct an investigation, and conduct a proceeding in a manner that protects the safety of victims and promotes accountability.
- Be conducted within 60 business days or less, unless there are special circumstances, in which case both the complainant and respondent shall be notified.
- Have responsibility determined by the preponderance of the evidence, more likely than not, standard.

Both the complainant and respondent shall have the same right to—

- To be accompanied by an advisor of their choice to all related meetings.
- To present information and witnesses.
- To be simultaneously informed in writing of the outcome of any disciplinary action.
- To be informed of the procedures and deadline for appealing the outcome.
- To be informed when such results become final.

University Policies and Procedures

Sex Discrimination, Sexual Harassment and Sexual Misconduct in Education/Employment Policy:
https://www.umsystem.edu/ums/rules/collected_rules/equal_employment_educational_opportunity/ch600/600.020_sex_discrimination_sexual_harassment_and_sexual_misconduct

MU Student Code of Conduct: <http://mbook.missouri.edu/>

MU Employee Code of Conduct

http://www.umsystem.edu/ums/rules/collected_rules/personnel/ch330/330.010_personal_conduct_of_employees

Equity Resolution Processes

The University uses procedures called the Equity Resolution Processes to address reports of sex-based discrimination or violence. The process that is used depends on whether the person accused (respondent) is a student, faculty, or staff member. The specific provisions of the University of Missouri Collected Rules and Regulations that describe the Equity Resolution Processes related can be found online:

For student respondents:

https://www.umsystem.edu/ums/rules/collected_rules/equal_employment_educational_opportunity/ch600/600.030_equity_resolution_process_for_resolving_complaints_of_harassment

Flowchart: <http://www.umsystem.edu/ums/hr/titleix/student-erp>

For faculty respondents:

https://www.umsystem.edu/ums/rules/collected_rules/equal_employment_educational_opportunity/ch600/600.040_equity_resolution_process_for_resolving_complaints_of_harassment

Flowchart: <http://www.umsystem.edu/ums/hr/titleix/faculty-erp>

For staff respondents:

https://www.umsystem.edu/ums/rules/collected_rules/equal_employment_educational_opportunity/ch600/600.040_equity_resolution_process_for_resolving_complaints_of_harassment

Flowchart: <http://www.umsystem.edu/ums/hr/titleix/staff-erp>

Sanctions by the University

Individuals found responsible for sex-based violence or discrimination may be subject to sanctions, including but not limited to—

For students: (a) Warning; (b) Probation; (c) Loss of Privileges; (d) Compensating the University for loss, damage, or injury to University property; (e) Discretionary Sanctions such as completion of educational programming or counseling; (f) Residence Hall Suspension; (g) Residence Hall Expulsion; (h) Campus Suspension; (i) University Dismissal; (j) University Suspension; (k) Withdrawal of Recognition of a student organization; (l) University Expulsion.

For faculty: For faculty: (1) Warning—Verbal or Written; (2) Performance Improvement Plan; (3) Required Counseling; (4) Required Training or Education; (5) Loss of Annual Pay Increase; (6) Loss of Supervisory Responsibility; (7) Recommendation of discipline in a training program, including recommendation of termination, suspension or other corrective or remedial actions; (8) For Non-Regular Faculty, immediate termination of term contract and employment; (9) For Regular, Untenured Faculty, immediate termination of term contract and employment. Notice of not reappointing would not be required; (10) Suspension without pay (while the appeal is pending this is a suspension with pay); (11) Non-renewal of appointment; (12) For Regular, Tenured Faculty, suspension without pay (while the appeal is pending, but not for the duration of the dismissal for cause proceedings, this is a suspension with pay), removal from campus and referral to the Chancellor to initiate dismissal for cause as detailed in Section 310.060 of the Collected Rules and Regulations.

For staff: (a) verbal or written warning; (b) Performance Improvement Plan; (c) Required Counseling; (d) Required Training or Education; (e) Loss of Annual Pay Increase; (f) Loss of Supervisory Responsibility; (g) Demotion; (h) Suspension without Pay; (i) Termination; (j) Recommendation of discipline in a training program, including recommendation of termination, suspension or other corrective or remedial actions.

Filing a Criminal Complaint

Reports may be made to the University of Missouri Police Department at 573- 882-7201 or 901 Virginia Avenue, to the Columbia Police Department, the Boone County Sheriff's 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 (or no-contact orders) 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 to secure a criminal conviction more difficult, but it may still be possible. Filing a report does not commit an individual to pressing charges. 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.

Resources for Reporting to the Police and Filing a Criminal Complaint

- Emergencies: Dial 911
- MU Campus Police
 - Phone: 573-882-5804
 - Address: 901 Virginia Avenue
- Columbia Police Department
 - Phone: 573-874-7652
 - Address: 600 East Walnut
- Boone County Sheriff's Department
 - Phone: 573-875-1111
 - Address: 2121 Country Drive

The RSVP Center and the MU Office for Civil Rights & Title IX can also assist you if you want assistance making a report to the police. You are not required to make a report to the police.