



Office for Civil Rights & Title IX

University of Missouri

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, sexual exploitation, and/or stalking to access support resources.

Confidential Resources	
<p style="text-align: center;">On-Campus Resources</p> <p>Relationship & Sexual Violence Prevention (RSVP) Center 573-882-6638 G216 MU Student Center</p> <p>Counseling Center 573-882-6601 119 Parker Hall Licensed counselor available after hours: 573-882-6601</p> <p>MU Hospital 573-882-4141 1 Hospital Drive (MU Hospital ER)</p> <p>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.</p> <p>Student Health Center 573-882-8091 1020 Hitt St. Crisis nurse available after hours: 573-882-7481</p> <p>Employee Assistance Program 573-882-6701 102 Parker Hall</p>	<p style="text-align: center;">Off-Campus Resources</p> <p>True North of Columbia Hotline, Shelter, Counseling, Advocacy 573-875-1370 1316 Parkade Blvd 24-hour hotline: 800-548-2480</p> <p>Missouri Crisis Line 888-761-4357 Deafline: 800-380-3323 or 573-445-5108 Textline: Text HAND to 839863</p> <p>Rape, Abuse & Incest National Network (RAINN) Hotline 800-656-4673</p> <p>National Domestic Violence Hotline 800-799-7233</p> <p>Anonymous Crime Reporting (CrimeStoppers) 573-875-8477</p>

Confidential resources will *not* share your information, and no action will be taken by the University as a result.

Assistance and Accommodations		
Examples may include, but are not limited to:		
Referral to confidential resources and advocates	Academic accommodations such as being allowed to change class sections or requesting extensions	Change in transportation arrangements such as being allowed to park in a different location
No Contact Order to eliminate contact between involved parties	Referral to mental health providers	Being relocated to a more private or secure work location
Limiting the accused from participating in an activity, being in a particular area/building, or imposing an interim suspension	Referral to Legal Assistance available on campus or in the community	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)	Initiation of an Investigation and Equity Resolution Proceedings

Accommodations are available regardless of whether a complaint is filed.

Contact the Office for Civil Rights & Title IX and/or the Relationship & Sexual Violence Prevention (RSVP) Center for accommodation assistance.

Filing a Report with the University

You may make a report with the University's Office for Civil Rights & Title IX 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 for Civil Rights & Title IX 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. If you want to confidentially discuss filing a report (before you decide to do so), we recommend contacting the RSVP Center.

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 infobox 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 for Civil Rights & Title IX

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

Online Reporting Option:
<http://civilrights.missouri.edu/reporting>
 (May submit anonymously)

RSVP Center

573-882-6638 | G216 MU Student Center

University Policies and Procedures

[Sex Discrimination, Sexual Harassment and Sexual Misconduct Policy](#)

[Student Standard of Conduct](#)

[Employee Code of Conduct](#)

Resolution Procedures

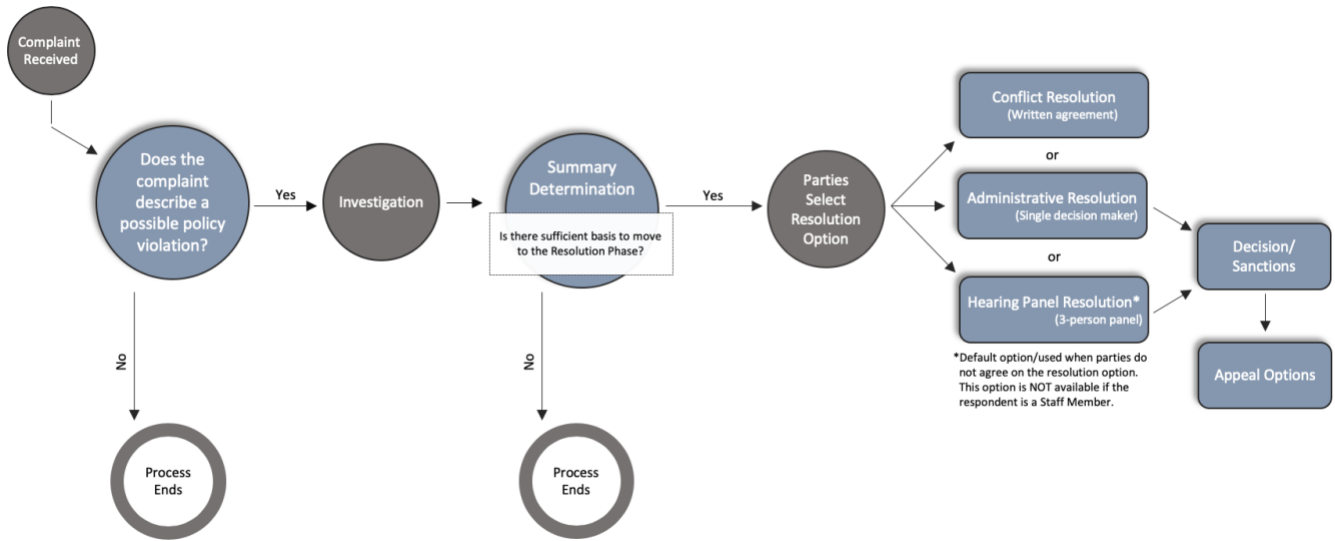
The University uses procedures called the Equity Resolution Process to address reports of discrimination. The process used depends on whether the person accused is a [student](#), [faculty](#), or a [staff](#) member.

Sanctions by the University

Individuals found responsible for violating the University's Sex Discrimination, Sexual Harassment and Sexual Misconduct policy may be subject to sanctions, including but not limited to:

Students	Faculty	Staff
(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.	(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)-(12) Suspension without pay or termination in accordance with faculty status and CRR 310.060.	(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.

Equity Resolution Process Overview



Click on the links provided for more detailed information related to processes/procedures for resolving complaints of discrimination against: [Faculty](#), [Staff](#), [Students](#).

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 RSVP Center and the Office for Civil Rights & Title IX can provide support if you want assistance making a report to the police.

Your Rights

Both parties have the right to:

- Be accompanied by an advisor 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.

Emergencies

911

MU Campus Police

573-882-5804
901 Virginia Ave.

Columbia Police Department

573-874-7652
600 East Walnut

Boone County Sheriff's Department

573-875-1111
2121 Country Dr.

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 for Civil Rights & Title IX.