What is sexual misconduct?
The Institute uses the term *Sexual Misconduct* as an umbrella term to include:

- Sexual Assault;
- Sexual Harassment;
- Intimate Partner Violence (dating/domestic violence);
- Stalking; and
- Sexual Exploitation

MIT has policies which define and explicitly prohibit these behaviors. Review full definitions at [titleix.mit.edu/students/policies](http://titleix.mit.edu/students/policies).

Am I a Responsible Employee?

“Responsible Employee” is a Title IX term that indicates an employee who has the obligation to notify the Title IX Coordinator (TIXC) if they learn that a current student may have experienced sexual misconduct during their time as an MIT student.

At MIT, most employees who are not designated as “confidential resources” are considered Responsible Employees (see list of examples to the right). If you have a question about whether you are a Responsible Employee, e-mail titleix@mit.edu.

I am a Responsible Employee. How do I respond to a student who has experienced sexual misconduct?

**STEP 1: CARE**

*Care for the student*

- Listen without judgment.
- Avoid questions that imply fault.
- Offer your support.
- Gently interrupt if necessary to let the student know you are a Responsible Employee with a reporting obligation.
- Let the student know that they’ll notify the Title IX Coordinator, but it is up to the student to choose which options are best for them.

“In my position, I have an obligation to notify the Title IX Coordinator. This means they will reach out to you to offer assistance, reporting options, and resources. But, as much as possible, any steps taken will remain your decision.”

**STEP 2: CONNECT**

*Connect the student with resources*

- Connect the student with the relevant resources listed above.

“There are a number of places you can reach out to for more information and support. Violence Prevention and Response has a trained advocate available 24 hours a day.”

For more information about being a Responsible Employee, visit [titleix.mit.edu/faculty/responsibilities](http://titleix.mit.edu/faculty/responsibilities)

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What happens after I contact the Title IX Coordinator?

The Title IX Coordinator will e-mail the impacted student, inviting them to meet and discuss the resources and reporting options available to them. Options can include informal measures (academic accommodations, housing change, no contact orders, etc.), or formal complaint and investigation options, including reporting to the police or pursuing a complaint before MIT’s Committee on Discipline. Students have no obligation to meet with the Title IX Coordinator, or to pursue any action. However, the Title IX Coordinator will assess the report for safety threats, and the Institute will take action when necessary to ensure campus safety. Students may decide to meet with the Title IX Coordinator at any point in the future even if they initially decline to do so.

Individuals whose alleged conduct gives rise to a formal MIT internal investigation will receive prompt written notice with details of the allegation(s), and will have the opportunity to present information on their own behalf.

What options are available to members of the MIT community who experience sexual misconduct?

Any member of the MIT community may pursue all, none, or some of the following options simultaneously.

**SUPPORT SERVICES**

In addition to the support of friends and family, the following resources may be helpful:

**MIT RESOURCES**
- Violence Prevention & Response—617-253-2300 (24/7 hotline)
- Mental Health & Counseling—617-253-2916

**COMMUNITY RESOURCES**
- Boston Area Rape Crisis Center 800-841-8371
- Transition House 617-661-7203

**INSTITUTE COMPLAINT**

Complaints against students may be made to the Title IX & Bias Response Office. Complainants may pursue informal measures, or a formal complaint to the Committee on Discipline. Complaints against MIT faculty or staff are handled by Human Resources. Titleix.mit.edu

**CRIMINAL COMPLAINT**

All members of the MIT community are encouraged to report criminal conduct to the police. The decision to report to the police will not affect the ability to file a complaint through Institute procedures.

**HOW TO CONTACT THE POLICE (24/7)**
- MIT Police: 617-253-1212
- Campus Phone: 100
- Cambridge Police: 617-349-3300

NO ONE MAY BE RETALIATED AGAINST FOR RAISING A GOOD FAITH COMPLAINT.

How can I contribute to a safe and healthy MIT community?

You are a visible and respected member of the campus community and play an important role in changing the underlying culture and norms that perpetuate interpersonal violence and harassment. Here are some steps you can take to promote an environment of respect and civility:

Model respectful behavior to all students, staff, and faculty.

Speak Up. Intervene if you see inappropriate behavior, or hear students or colleagues making comments or jokes which degrade others.

Visit titleix.mit.edu/training/request to request a training for your department or staff.

Reflect on power dynamics in your work place. What power do you hold in relation to others? How may that influence your interactions?

Talk with your colleagues about how you can contribute to an inclusive environment.

Find ways to proactively demonstrate a commitment to a positive educational environment for all.