



SEXUAL MISCONDUCT

Prevention and Response For MIT Faculty & Staff

We can all play a role in creating a healthy and safe campus community.

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.



“Every member of our community is valuable, and harm to one is harm to all. As long as sexual harassment and assault persist in our community, we fail to live up to our shared potential and to fulfill our aspiration to make a better world.”

– President L. Rafael Reif

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.

Confidential Resources (No obligation to inform TIXC)

- Violence Prevention & Response
617-253-2300 (24 hours)
- Mental Health & Counseling
- Chaplains
- MIT Medical
- Ombuds

Responsible Employees

- | | |
|------------------|-----------------------------------|
| Faculty | Office of Graduate Education |
| DSL | |
| Residential Life | Office of Undergraduate Education |
| GRT/A's | |
| Heads of House | Academic Advisors |
| TA's | |
| Coaches | S ³ |



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 you'll notify the Title IX Coordinator, but it is up to the student to choose which options are best for them.



“Thank you for sharing this with me. I'm sorry that this happened. How can I help?”

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.”

STEP 3: CONTACT

Contact the Title IX Coordinator

- Promptly notify the Title IX Coordinator. Share all details that you know about the incident, including: names, dates, location.
- Let the student know that they'll be contacted by someone from the Title IX & Bias Response Office.
- You can reach MIT's Title IX Coordinator at titleix@mit.edu, or 617-324-7526.



“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.”



For more information about being a Responsible Employee, visit

titleix.mit.edu/faculty/responsibilities

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

HR Complaint Guidelines:

<http://hrweb.mit.edu/complaint-guidelines>

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

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**

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.