



Sexual Assault | Intimate Partner Violence | Stalking

Responding to Students

A Guide for Faculty and Staff

Step 1: Care

Care for the student

- ∞ Listen without judgment
- ∞ Avoid questions that imply fault
- ∞ Offer your support

*"I'm sorry that this happened.
Thank you for telling me."*

Step 2: Connect

Connect the student with resources

- ∞ Violence Prevention & Response (VPR), MIT Medical, 617-253-2300
- ∞ Reporting Options

(A list of campus and community resources is listed on the back)

"There are a number of places you can reach out to for more information and support. VPR has a trained advocate available 24 hours a day."

Step 3: Contact

Contact the Title IX Office

- ∞ TitleIX@mit.edu
- ∞ You must report the incident for follow-up and tracking purposes

"I have an obligation to notify the Title IX office. I want to assure you that this means someone will reach out to you to offer assistance, reporting options, and resources. But, as much as possible, any steps taken will remain your decision."

See titleix.mit.edu for a complete list of policies, procedures, and resources

How Can You Help?

Your Role in Responding

Faculty are uniquely positioned to assist students experiencing sexual violence, dating violence, or stalking because you often see the warning signs—absence from class, decreased productivity, lower grades, social withdrawal—before others. In addition, you may be one of the first people a student confides in, so it is important to know how to handle a disclosure.

- *Listen and avoid judgmental questions*—Let the student know that they are not to blame for what happened.
- *Tell the student that you believe them*—Remember, you are not an investigator; you are someone the student has decided to trust with their experience.
- *Refer the student to resources*—You are not expected to be an expert on victimization, but you can play an important role in directing the student to experts who can provide advocacy and support.
- *Be flexible*, if possible, when it comes to deadlines and assignments. A student may need to miss class to seek treatment or participate in the judicial process. Your academic support is invaluable in helping minimize any negative academic consequences.

Your Role in Prevention

You are a visible and respected member of the campus community and play an important role in changing the underlying norms and culture that perpetuates interpersonal violence.

- Model respectful, egalitarian behavior to students, staff, and faculty.
- Speak Up. Intervene if you see inappropriate behavior or hear students or colleagues making sexist comments or jokes about rape.
- Invite a member of MIT Medical's VPR team to a department meeting or your class to talk about the issue of campus sexual assault. See http://medweb.mit.edu/wellness/programs/violence_prevention-education.html for a description of programs available.

Campus and Community Resources

All MIT faculty and most staff cannot promise confidentiality but can keep things private. They must inform the Title IX Office when notified of sexual misconduct (harassment, assault, rape).

This can be done by emailing [Title IX@mit.edu](mailto:TitleIX@mit.edu).

The following chart is a guide for students seeking help and support to better understand the confidentiality levels of key campus resources.

Confidential

"I want to think through my situation with someone who can keep my information as confidential as possible."

MIT RESOURCES

VPR: 617-253-2300 (24-hour hotline)

Mental Health & Counseling: 617-253-2916

MIT Chaplaincy: <http://studentlife.mit.edu/rl/mit-chaplains>

MIT Ombuds Office: <http://web.mit.edu/ombud>

COMMUNITY RESOURCES

Boston Area Rape Crisis Center (BARCC): 1-800-841-8371

Transition House: (617) 661-7203 (DV Shelter)

Network/La Red: (617) 742-4911 (LGBTQ Services)

Victim Rights Law Center: (617) 399-6720

Private

"I need to confide in someone and it is okay if that person needs to tell the Title IX Coordinator."

Title IX Coordinator/Investigator

Dean of Student Life | Student Life Staff | Residential Life Staff

Academic Adviser | Faculty | Coaches

Student Support Services, S3

ODGE | DUE

MIT Police Department

Visit titleix.mit.edu for a complete list of policies, procedures, and resources.