

Responding to Student Disclosures of Discrimination, Harassment & Sexual and Sex-Based Misconduct

Inform, Support, and Report

University employees designated as “[responsible employees](#)” have an obligation to report any information about possible discrimination, harassment and sexual and sex-based misconduct to OIE. They must *promptly* report all known relevant information, including but not limited to: (1) the name of the complainant, respondent, and any witnesses; (2) the date, time, and location of the misconduct; and (3) any other pertinent facts. OIE will then determine next steps.

Please note that no employee is authorized to investigate or resolve reports or complaints of this nature without express direction from OIE.

Step 1: INFORM

Inform the student that you are a responsible employee and have a duty to report information regarding discrimination, harassment and/or sexual and sex-based misconduct. Be thoughtful and try not to stop the student from sharing their experience too abruptly.

What should I say if the student begins to share information about possible discrimination, harassment, and/or sexual and sex-based misconduct?

- *“I think that you are about to tell me something about an unwanted sexual situation/an incident that I may be obligated to report. I am here to listen and I want to help you, but I am a responsible employee and I am required to take the information that you share with me to the Office of Institutional Equity (OIE).”*
 - *“Even if you **do not** feel comfortable sharing anything more with me, I can still help connect you with on-campus confidential resources.”* [For more information about confidential resources, see below or visit <https://oie.jhu.edu/confidential-resources/>.]
 - *“If you feel comfortable sharing your experience with me, we can talk about how OIE will reach out to you after I fulfill my responsible employee obligation.”*

What should I do if the student discloses more information?

Please explain that:

- Someone from OIE will reach out to the student to offer information about their options and various resources;
- While it is up to the student whether they want to respond to OIE’s e-mail, OIE will also simultaneously assess what risk the reported complaint may pose to the student and/or the JHU community, and thus if any immediate action is needed;
- OIE will send at least one additional follow-up e-mail if the student does not respond to OIE’s initial outreach; and
- The student can connect with on-campus confidential and non-confidential resources regardless of whether or not they engage with OIE.

Step 2: SUPPORT

How should I show my support for the student?

- Patiently listen, don't judge, and allow the student to share what they want.
- Empower the student to make their own choices about which resources to utilize and what to do next, if anything.

Step 3: REPORT

Promptly contact the Office of Institutional Equity to report the incident (no later than 24-48 hours of speaking with the staff or faculty). Call OIE at **410-516-8075**, e-mail at titleixcoordinator@jhu.edu, or file an [online report](#) at oie.jhu.edu

What does OIE do after receiving a report from a Responsible Employee?

OIE will reach out to the student – most often by e-mail – to offer information about their options and various resources. OIE also seeks to understand the student's preferences for moving forward. While certain situations and information – such as active safety concerns – may require OIE to take action without first speaking with the student, OIE generally prefers to speak with the student before moving forward with formal action, like an investigation.

ADDITIONAL RESOURCES¹

Safety

- Dial **911** for medical or safety assistance
- **Campus Safety and Security:**
410-516-7777

Medical Assistance

- **Mercy Hospital: 410-332-9000**
Hospital offering Sexual Assault Forensic Exam in Baltimore City
- **Primary Care:**
Homewood: 410-516-8270
East Baltimore: 410-955-3250
Washington, D.C.: 202-249-7333
Provides high-quality, confidential primary health care

On-Campus Confidential Support

- [We Listen. You Decide.](#)
This website includes information about all student confidential mental and medical health resources and non-clinical resources.

- **JHU Sexual Assault Helpline (24/7):**
410-516-7333
A confidential service available to ALL JHU students
- **Gender-Based Violence Prevention & Education, Alyse Campbell:**
410-516-8396 or acampb39@jhu.edu
- **Mental Health Services:**
Homewood: 410-516-8278
East Baltimore: 410-955-1892
Washington, D.C.: 443-287-7000
Online Learners: 443-287-7000
Provides emotional support and assistance for mental health
- **Religious & Spiritual Life:**
410-516-1880

Other Support Services

- **Student Disability Services:**
<https://sds.jhu.edu>
<https://sds.jhu.edu/about-us/school-hubs-sds-contacts-websites/>

¹ There is even more information about [Confidential](#) and [Non-Confidential Resources](#) on OIE's website.