

To: All Miami University faculty and staff

From: Ron Scott, vice president of institutional diversity and inclusion

Kenya Ash, Title IX coordinator and director, Office of Equity and Equal Opportunity

Each Miami University faculty and staff member is responsible fulfilling our commitment to a respectful, safe, and secure community for all. Below is some information about those responsibilities, and about resources available to help you fulfill those responsibilities.

### **Reporting Responsibilities**

- All faculty and staff are expected to report criminal activity to law enforcement. If you suspect or know of criminal activity occurring on university property or involving university personnel or students, please contact the Miami University Police Department at 529-2222 (in an emergency, dial 911 immediately). Ohio law requires every person who knows a felony has been or is being committed to report it to law enforcement. Failure to do so may be a crime. (Ohio Revised Code 2921.22).
- Employees who believe they have been subjected to discrimination, harassment, or retaliation are strongly encouraged to report it directly to the Office of Equity and Equal Opportunity (OEEO). All employees who become aware of alleged discrimination, harassment or retaliation are required to report it to OEEO. This includes administrators, supervisors, managers, faculty and staff. These reports should be directed to Kenya Ash, Title IX coordinator and director of the OEEO, at 513-529-7157 or [ashkd@miamioh.edu](mailto:ashkd@miamioh.edu).
- Sexual and interpersonal violence (including sexual assault, sexual misconduct, domestic violence, dating violence, and stalking), sexual harassment and retaliation are strictly prohibited. All employees who become aware of an alleged Title IX violation are required to report it in one of the following ways:
  - Involving employees: In addition to reporting to police, sexual assault, domestic violence, dating violence, stalking, and sexual harassment should also be reported to Kenya Ash, Title IX coordinator and director of OEEO. She can be reached at 513-529-7157 or [ashkd@miamioh.edu](mailto:ashkd@miamioh.edu).
  - Involving students on the Oxford campus: Sexual assault, domestic violence, dating violence, stalking and sexual harassment should be reported to Gabrielle Dralle, sexual and interpersonal violence response coordinator and deputy Title IX coordinator for students. She can be reached at 513-529-1870 or [TitleIX@miamioh.edu](mailto:TitleIX@miamioh.edu).
  - Involving students on the regional campuses: Sexual assault, domestic violence, dating violence, stalking and sexual harassment should be reported to Bennyce Hamilton, regional director of diversity and multicultural services and deputy Title IX coordinator for regional students. She can be reached at 513-785-3283 or [hamiltbe@miamioh.edu](mailto:hamiltbe@miamioh.edu).

## Resources available

- We continue to work to strengthen and expand the university's Policy Prohibiting Harassment and Discrimination in response to federal guidance and evolving best practices. Please review online at <http://www.units.miamioh.edu/oeeo/harassment-discrimination> for more details.
- Additionally, faculty and administrators should be aware of the U.S. Department of Education's Office for Civil Rights guidance on accommodating pregnant and parenting students. Information is available at: <http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf>
- The university has adopted the It's On Us, Step Up and I Am Miami prevention and awareness campaigns to help prevent and respond effectively to interpersonal violence in the Miami community: <http://miamioh.edu/campus-safety/annual-report/sex-based-offenses/index.html>.
- The university has adopted Title IX protocols for students and employees:
  - Students: <http://miamioh.edu/policy-library/students/undergraduate/health-safety/title-ix-protocol-sexual-misconduct-policy-procedures-for-students.html>
  - Employees – <http://miamioh.edu/policy-library/employees/general-employment/non-discrimination/title-ix-protocol.html>.
- The Title IX protocols are designed to provide information on the resources available when a student or employee has experienced sexual assault or interpersonal violence. The protocols also provides information on how to file a report if the offense occurred on campus or the alleged perpetrator is a visitor, guest, vendor/contractor, or is employed by or enrolled at Miami. Miami's protocols are separate and distinct from the criminal process, and support services are available even if no police report has been made.

These responsibilities are important to ensure that we create and foster an environment that is safe and welcoming. Thank you for your commitment to creating that environment. For more information about Miami's policies go to <http://miamioh.edu/policy-library/>.