

## **Responsible Employees under Title IX – Mandatory Reporting**

Wayne State University faculty and staff are considered responsible employees and are obligated to promptly report incidents of sexual misconduct. The only exception is confidential employees in Counseling and Psychological Services and the Campus Health Center.

Consistent with Wayne State's obligations under federal law, Wayne State is required to notify a student who reports having experienced sexual misconduct by another student, a faculty member or a staff member of the university, *that the student has the option to report the matter to law enforcement, to the university, to both, or to neither, as the student may choose.*

Regardless of what course of action the student chooses, Wayne State faculty and staff who know of or have received information about a sexual misconduct or potential sexual misconduct incident that occurred on campus, in a university program, or at a university-sponsored event, **must promptly report** that incident to the **Title IX Director** (at either **313-577-2268** or **[titleix@wayne.edu](mailto:titleix@wayne.edu)**) so that Wayne State can fulfil its institutional obligations. If it is a situation involving imminent danger, your first call should be to the **Wayne State Police** at **(313) 577-2222**. The Wayne State Police will then notify the Title IX Director. Your knowledge is the university's knowledge. When in doubt, report it.

In light of this mandatory reporting requirement, it is important for faculty and staff to know that if a student reports an incident to you, you cannot promise confidentiality and should inform the student that you are required to report the incident to the Title IX Director. Once reported, for the privacy of the parties involved, it should not be discussed with anyone else.

Wayne State is still obligated to investigate, even where the student chooses not to report or where the student is unwilling or reluctant to participate in an investigation. Wayne State will proceed in a way that takes into account the concerns of the student survivor/victim and Wayne State's responsibility to provide a safe and non-discriminatory environment to the entire campus community.

Keep in mind that all of types of sexual misconduct are traumatic experiences, causing a mixture of emotions (fear, anxiety, anger, depression, guilt). Your response and support can make a big difference. One of the best things you can do to support the student is to refer her/him to Counseling and Psychological Services (CAPS) at (313) 577-3398. CAPS is free to all registered students and is totally confidential.