



Thursday, June 21, 2012

Dear MSU Employees:

The campuses of Montana State University endeavor to provide a safe and positive campus climate for people to work and study. Sexual harassment, in all of its forms, adversely affects the opportunity for students to engage fully in the educational programs of the campuses.

REPORTING REQUIREMENT

The Board of Regents adopted a [Title IX policy](#) for the Montana University System at its meeting on May 24-25, 2012. It is important, and I encourage you to review it, especially the new mandatory reporting requirement for employees who know of an allegation of sexual violence involving a student. Sexual violence is a form of sexual harassment and is prohibited by Title IX. For purposes of reporting, sexual violence means contact of a sexual nature perpetrated against a person's will or where a person is incapable of giving consent due to drugs, alcohol, or disability. Sexual violence includes rape, sexual assault, sexual battery, and sexual coercion. If you are unsure what constitutes sexual violence, please contact your Title IX Coordinators for assistance.

Employees who know of an allegation of sexual violence must promptly report the allegation to the Title IX Coordinator for their campus. The Title IX Coordinators for each of the campuses are listed below.

CAMPUS TITLE IX COORDINATORS:

MSU Bozeman: Diane Letendre
Phone: 406-994-5326
Email: dletendre@montana.edu

MSU Billings: Janet Simon
Phone: 406-657-2221
Email: jsimon@msubillings.edu

MSU Northern: Kathy Jaynes
Phone: 406-265-4147
Email: kjaynes@msun.edu

Lindsey Brown
Phone: 406-265-4190

Email: lindsey.brown@msun.edu

MSUCOT Great Falls:

Judy Hay

Phone: 406-771-5133

Email: jhay@msugf.edu

Mary Kay Bonilla

Phone: 406-771-5123

Email: mbonilla@msugf.edu

All employees--excepting **only** those with a legal privilege, such as medical providers, mental health counselors, and rape crisis counselors--are subject to the mandatory reporting obligation and must report allegations of sexual violence to a Title IX Coordinator for your campus. Each report made to a Title IX Coordinator will be promptly investigated to determine what occurred and the Title IX Coordinator will work with campus officials to take appropriate steps to protect the student and prevent future incidents of sexual harassment.

Sexual violence means physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to drugs, alcohol, or disability. Sexual violence includes rape, sexual assault, sexual battery, and sexual coercion. Sexual violence is a form of sexual harassment covered under Title IX. If you are unsure what constitutes sexual violence, please contact one of your Title IX Coordinator for assistance.

CONFIDENTIALITY

Mandatory reporting is required **even if** the alleged victim requests confidentiality or asks that the complaint not be pursued. The campus is required to take all reasonable steps to investigate and respond to reports of sexual violence while respecting the alleged victim's wishes to the extent possible.

REPORTING TO LAW ENFORCEMENT

Alleged victims may report crimes directly to law enforcement and campus authorities will assist any student wishing to file a report to law enforcement. However, because of student confidentiality laws, the Title IX Coordinator will disclose reports of sexual violence related to students if a health or safety emergency as defined by state and federal law warrants disclosure of information. Thank you for assistance in implementing this new policy. Reporting by employees will assist the campuses in identifying, investigating and redressing sexual discrimination on our campuses.

Sincerely,



Waded Cruzado
President