

Civil Rights at Montana State University

MSU employees are required to report known or suspected discrimination, harassment, sexual assault, dating violence, domestic violence, stalking, or retaliation.

How to Report

You can report what you have experienced or file a required report with the

Office of Institutional Equity by:



Calling us at 406-994-2042 or 406-992-5326



Emailing oiie@montana.edu



On our website at www.montana.edu/equity

What you need to know about Civil Rights at MSU

1. Montana State University is committed to providing an environment that emphasizes the dignity and worth of every member of our community and that is free from harassment and discrimination based upon a protected class.
2. No one can be discriminated against on the basis of their race, color, religion, national origin, creed, service in the uniformed services, veteran's status, sex, age, political ideas, marital or family status, pregnancy, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation.
3. Discrimination can be based on someone's actual or perceived identity.
4. The law covers all aspects of an institution: from admissions to athletics to study abroad programs. If it's affiliated with MSU, it is covered under our Policy.
5. Employees are covered under the Policy, too, as are visitors, contractors, and anyone else engaged in an MSU-sponsored activity, program, or service.
6. Retaliation is prohibited toward anyone who participates in our process or asserts their rights under our Policy. That includes an employee who is completing their required duty to report.

Office of Institutional Equity
(406) 994-2042
Hamilton Hall, offices 114, 116, and 118
www.montana.edu/equity



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How do I help someone who has experienced harassment or discrimination?

Listen without judgment: No matter what they may have done that you don't agree with, what happened isn't their fault. They just need you to listen. *Do not to ask any questions or investigate what has happened.*

Let them make the decisions: Unless they are in immediate danger, let them decide what they want to do next. You can encourage them, offer your opinion, even express concern, but the choice is theirs. Your job is to give them control back. Also, let them know that you are a mandatory reporter, if possible.

Protect their privacy: You aren't confidential like a counselor, but you can protect their privacy. Avoid telling other people. Report to OIE, not out to coworkers. You may report to your supervisor if you feel it is appropriate. Avoid gossip. If you see something on social media, screenshot it, but avoid responding. It usually just feeds the trolls.

Report to the Office of Institutional Equity: as a Mandatory Reporter, you are required to notify the Office as soon as possible (within 24 hours of receiving the report). This allows the Office to promptly reach out to the individual. If they would like, we can assist the individual experiencing the behavior to access resources to help them stay safe and successful on campus.

If I experience discrimination and harassment, what are my options?

#1: Do what works for you. We encourage you to report, and we support your right to choose how you want to handle the situation.

#2: Know it isn't your fault. No matter the circumstances, you didn't do anything to deserve being harmed by someone else.

#3: Ask questions. You can talk with the Office of Institutional Equity without giving any information about yourself or what happened. Ask about the process. Ask about your options. These laws are meant to protect you. Never be afraid to ask questions.

#4: Assert your rights: You do not have to proceed with a campus investigation or a criminal case to receive interim measures from the Office of Institutional Equity. Depending on what you request, the University may need specific information, but you don't have to go through with a process to receive support.

#5: Be kind to yourself: You're still the same person you always were. But going through something traumatic is tough on you, mentally and physically. You may be more tired than usual, sleep more or less, be more or less hungry. Everyone is unique. There's no wrong way to handle these events. You may have a hard time getting to class or paying attention when you're there. That's OK. You can ask for help from the University (see #4), but it's important to be gentle with yourself.

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