# REPORTING ALLEGATIONS OF DISCRIMINATION AND DISCRIMINATION GRIEVANCE PROCEDURES

# I. Principles of Non-Discrimination at Murray State University.

Murray State University endorses the intent of all federal and state laws created to prohibit discrimination. Murray State University does not discriminate on the basis of race, color, national origin, gender, sexual orientation, religion, age, veteran status, or disability in employment, admissions, or the provision of services and provides, upon request, reasonable accommodation including auxiliary aids and services necessary to afford individuals with disabilities equal access to participate in all programs and activities.

In addition, Murray State University does not discriminate on the basis of sex in its educational programs and activities and is required by Title IX and 34 CFR part 106 not to discriminate in such a manner. The prohibition against sex discrimination specifically includes a prohibition of sexual harassment and sexual violence. This non-discrimination in education programs and activities extends to employment and admissions and to recruitment, financial aid, academic programs, student services, athletics, and housing. Examples of prohibited sexual harassment and sexual violence can be found in the "Policy Prohibiting Sexual Harassment" which can be accessed via the link referenced in Appendix I.

Inquiries concerning the application of Title IX may be referred to the MSU Title IX Coordinator or to the Assistant Secretary of the United States Department of Education.

Links to Murray State University's policies related to Non-Discrimination, Sexual Harassment, and the Americans with Disabilities Act; Affirmative Action; Sexual Assault; and Sexual Misconduct, Unwanted Pursuit, and Relationship Violence are found in Appendix I at the end of this policy. Allegations of violation of these policies are considered as allegations of discrimination under this policy.

Appendix II includes contact information for all offices mentioned in this policy and for other available resources.

# II. Scope of this policy regarding Discrimination Grievance Procedures.

This policy establishes the procedures to be followed in the event of allegations of discrimination against a University employee (other than a student worker) or volunteer (other than a student volunteer) or against a non – University individual, including the employee of a contractor at, a visitor to, or a patron of the University.

Murray State University is committed to investigating, in a prompt, reliable, and equitable manner, allegations and claims of discrimination in the operation and administration of its programs, services and employment practices.

This policy supersedes any other grievance mechanism with respect to issues of discrimination and affirmative action, except as the question of discrimination and affirmative action constitute a part, but only a part, of grievances or complaints filed before other hearing bodies within the University. In these latter cases, the proceedings before the hearing body shall be suspended until matters of discrimination and affirmative action have been decided in accordance with the procedure provided by this policy.

# III. Reporting Allegations of Discrimination and Where to report violations

# A. Where to report allegations that you have been discriminated against

Any member of the University community, including students, staff, faculty, patrons, visitors, employees of a contractor, and applicants for employment and admission, who believes he or she may have been subjected to discrimination by a University employee (other than a student worker) or volunteer (other than a student volunteer) or non-University individual is encouraged to report it as provided below.

# 1. Office of Institutional Diversity, Equity, and Access (IDEA)

Allegations under this policy against University employees (other than student workers), volunteers (other than student volunteers), and non-University individuals should be made with the Executive Director of the Office of Institutional Diversity, Equity, and Access (IDEA), who is also a Deputy Title IX Coordinator. The Executive Director of IDEA (Executive Director) will inform the Murray State University Title IX Coordinator of any allegations related to sex discrimination, including allegations of sexual harassment and sexual violence.

Allegations of discrimination should be made within 180 days of the last event about which complaint is made.

The Executive Director is obligated to report to the MSU Police Department any allegations which involve a crime.

If the allegations are against an employee in IDEA, the allegations should be made to the President of the University. The President is obligated to report to the MSU Police Department any allegations which involve a crime.

2. Claims related to sex discrimination including sexual harassment and sexual violence

Allegations against University employees (other than student employees) or volunteers (other than student volunteers) or non-University individuals related to sex discrimination, including allegations of sexual harassment and sexual violence, should be made to the Murray State University Title IX Coordinator or to the Executive Director of IDEA. The Title IX Coordinator will refer the allegations to the Executive Director of IDEA for review under this policy.

Allegations of discrimination should be made within 180 days of the last event about which complaint is made.

The Title IX Coordinator and the Executive Director of IDEA are obligated to report to the MSU Police Department any allegations which involve a crime.

If the allegations of sex discrimination are against the Title IX Coordinator or the Executive Director of IDEA, the allegations should be made with the President.

# 3. Allegations of discrimination against a student

Allegations of discrimination against a student, including a student worker or student volunteer, should be made to the Associate Vice President for Student Affairs, who is also a Deputy Title IX Coordinator, where they will be addressed under different procedures.

4. Requests for Confidentiality or that an Investigation not be Pursued

Individuals are encouraged to report under this policy allegations that they have been discriminated against even if they request confidentiality or do not wish to participate in an investigation.

In the event an individual alleging discrimination requests confidentiality or does not wish to participate in an investigation, the Executive Director will still take all reasonable steps to investigate and respond to the allegations consistent with the request for confidentiality or request not to pursue an investigation. In such instances, the Executive Director's ability to review the allegations may be limited.

Depending upon the applicable facts and circumstances, including the nature of the allegations, it may not be possible for the Executive Director to honor a request for confidentiality. Further, no request for confidentiality or not to participate in an investigation will prevent the Executive Director or any other University employee from reporting allegations as may be required by law.

Individuals requesting confidentiality or not to participate in an investigation are protected against retaliation, which is discussed at Section VI below.

#### 5. Notifying the MSU Police Department

In addition to notifying the offices above, individuals should also contact the MSU Police Department any time they believe they have been the victim of a crime, are concerned for their safety, or if an act of discrimination occurs outside of normal University office hours.

# B. Reporting allegations that another employee or a student has been subjected to discrimination

Any employee who is aware another employee or a student has been subjected to discrimination must, unless prohibited by law, immediately report that to: 1) the Executive Director; or 2) to

the Title IX Coordinator with respect to sex discrimination including sexual harassment and sexual violence. This report must be made even if the individual who has been subjected to discrimination requests confidentiality or does not wish to pursue an investigation.

This reporting requirement is in addition to the reporting requirements of "Campus Security Authorities." A list of Campus Security Authorities may be found at <a href="http://www.murraystate.edu/HeaderMenu/Offices/PublicSafetyAndEmergencyManagement/PoliceDepartment/CampusSecurityAuthorities.aspx">http://www.murraystate.edu/HeaderMenu/Offices/PublicSafetyAndEmergencyManagement/PoliceDepartment/CampusSecurityAuthorities.aspx</a>

# C. Assistance with whom to contact

If there is doubt about where the allegations should be made, or if assistance is otherwise needed, the Executive Director of IDEA should be contacted.

# IV. Review of Allegations

# A. Role of the Executive Director of IDEA

Allegations of discrimination under this policy, including allegations of discrimination related to sex discrimination under Title IX, will be reviewed by the Executive Director.

The Executive Director will, if possible, meet with the individual who alleges discrimination or who is reported to have been subjected to discrimination.

The Executive Director will provide information to individuals involved in allegations of discrimination, in an attempt to assist them, of measures which may be immediately available and which are appropriate under the circumstances. Examples include counseling and modifying their work or academic schedules. The Executive Director will facilitate the implementation of such measures in consultation where necessary with the appropriate Vice President, or designee, and other offices. These measures may remain available regardless of the outcome of any complaint process.

#### B. Complaint Process

If the individual making allegations that he or she has been discriminated against wishes to pursue a formal complaint, the following procedures will be followed.

#### 1. Initial Review

### a. Submitting a complaint

An individual wishing to pursue allegations against a University employee (other than a student worker) or volunteer (other than a student volunteer) or non-University individual for discrimination must state his/her complaint in writing with the Executive Director of IDEA. The complaint shall state the nature of the discrimination, the facts upon which the complaint is based, and the relief demanded.

The individual wishing to pursue a complaint should attempt to meet with the Executive Director before submitting a complaint. A complaint may be based upon reports previously completed by the individual, but additional information may be required.

Complaints are to be delivered to the Executive Director in person or by way of postal delivery and must not be sent electronically by, for example, e-mail.

Under this process, the individual making the complaint is referred to as the "Complainant" and the individual against whom allegations are made is referred to as the "Respondent."

If review of the complaint by the Executive Director reveals that the complaint even if true demonstrates no discrimination, a recommendation will be made to the Vice President of the area in which the Respondent is employed that the complaint should be dismissed. If the Vice President agrees, the complaint will be dismissed and the remaining procedures related to Initial Review will be inapplicable. A written final decision will be provided by the Vice President to the Complainant. A copy of the final decision will also be provided to the Title IX Coordinator if the allegations relate to sex discrimination. The Vice President may refer the Complainant to another University office if the allegations appear to relate to other University policies. The Complainant may seek further review of the decision of the Vice President as provided below under "Further Review."

The Office of General Counsel will be kept informed of all proceedings.

# b. Notifying the Respondent

The Executive Director will immediately forward a copy of the complaint to the Respondent. The Respondent may submit a written response within 7 days from the time the complaint is hand delivered or 10 days from the date the complaint is mailed to the Respondent. Any response is to be delivered to the Executive Director in person or by way of postal delivery and must not be sent electronically by, for example, e-mail. The response will be deemed timely if it is postmarked within the stated time frame.

A copy of any response from the Respondent will be provided to the Complainant.

#### c. Investigation by the Executive Director/Decision

The Executive Director should complete any investigation within 35 days from the filing of any response or from the expiration of the time to file a response. The President may extend the time for good cause. "Good cause" is defined below at Section VII (E).

# i. Attempt at informal resolution

The Executive Director will inquire of the Complainant as to whether there is the possibility the allegations might be resolved through an informal resolution process without the need for

investigation. Inquiry will also be made of the Respondent at the time he/she is notified of the complaint. The informal resolution process will be pursued only if all parties agree.

The informal resolution process will not be used with allegations of sexual violence.

If the informal resolution process is used, proper procedures will be implemented where appropriate. For example, in connection with allegations of sexual harassment procedures may be used to prevent the parties from having unnecessary contact with each other. Any party may, at any time, terminate the informal process and continue with the investigation described below.

In the event the parties are able to resolve the complaint, the parties' agreement will be reduced to writing for their signature. There will be no further investigation of the complaint. Any informal resolution must include measures to stop any discrimination, prevent any recurrence, correct any discriminatory effects, and protect other members of the University community from discrimination.

# ii. Investigation by Executive Director/Recommendations/Decision

In the event the informal resolution process is not used or is unsuccessful, the Executive Director will proceed with the investigation of the complaint.

The Executive Director will meet separately with the Complainant and the Respondent to gather additional facts and information about the allegations in the complaint, including the identities of individuals who may have information.

The Executive Director will conduct such investigation as is believed is warranted. University employees are expected to cooperate with investigations by the Executive Director. All relevant files not privileged will be available to the Executive Director. The parties will be kept informed as to the progress of the investigation.

Once the investigation is finished, a report will be prepared by the Executive Director. The report will review the allegations in the complaint and any response; the factual findings from the investigation; and the Executive Director's conclusions as to whether any discrimination occurred. The report will be based upon assertions and allegations to which the parties have had the opportunity to respond. If the Executive Director concludes there was discrimination, the report will include recommended sanctions and corrective action regarding the Respondent if appropriate.

The report will be submitted by the Executive Director to the Vice President of the area in which the Respondent is employed and to the parties for consideration of the conclusions regarding discrimination and any recommended sanctions and corrective action. The parties will have 7 days from the time the report is hand delivered or 10 days from the date the report is mailed to submit written comments to the Vice President, who will provide copies of the comments to each of the parties and the Executive Director. The Vice President will have 5 days, after receipt of all comments or expiration of the time for submitting comments, in which to review the report and

any comments. The President may extend the time for good cause. "Good cause" is defined below at Section VII (E).

A final written decision as to whether discrimination occurred and any sanctions and corrective action will be made by the Vice President after considering the report and recommendations from the Executive Director and any comments from the parties. The final decision will state the basis for the Vice President's conclusions as to whether discrimination occurred. If there is a finding of discrimination, sanctions and corrective action imposed will include measures to stop the discrimination, prevent it from recurring, correct its discriminatory effects, and protect other members of the University community from discrimination.

The final decision may provide that any sanctions and corrective action, including disciplinary action, are to be effective immediately and are to remain effective during any Further Review.

A copy of the final decision will be provided by the Vice President to the Complainant, the Respondent, and the Executive Director. A copy of the final decision will be provided to the Title IX Coordinator if the allegations relate to sex discrimination.

In the event the Respondent is employed in an area which is not overseen by a Vice President and with respect to non-University individuals, the President will appoint an individual who will perform the duties and functions of a Vice President with respect to the complaint.

# d. Time for Completing Initial Review Process

It is the intent of this policy that the Initial Review process should typically be completed within 60 days of the filing of the Complaint. The President may extend the time for good cause. "Good cause" is defined below at Section VII (E).

#### e. Role of Advisors in the Initial Review Process

The parties may have an advisor, including an attorney, during the Initial Review process. Advisors will not participate in any investigations or meetings.

# V. Further Review

Any party shall have the right to request Further Review of the final decision. The request for Further Review may relate to the determination as to whether discrimination occurred and/or the sanctions and corrective action imposed.

# A. Filing a Request for Further Review and Submitting a Response

A party has 7 days from the time the final decision is hand delivered or 10 days from the date the final decision is mailed to file a request for Further Review with the Executive Director of IDEA. A request for Further Review is to be delivered to the Executive Director in person or by way of postal delivery and must not be sent electronically by, for example, e-mail. The request for

Further Review will be deemed timely if it is postmarked within the stated time frame. The President may extend the time for good cause. "Good cause" is defined below at Section VII (E).

If a request for Further Review is not made within the stated time frame, there will be no additional review of the final decision.

The request for Further Review shall set forth the grounds for review in writing. A copy of the request for Further Review will be provided by the Executive Director to the other party/parties. The Executive Director will notify the President and any Vice President involved in the Initial Review of the request for Further Review. The Title IX Coordinator will be informed of the request for Further Review in matters related to sex discrimination.

The individual requesting Further Review is designated the "Petitioner." The other party is designated the "Answering Party."

# B. Submitting a Response to the Request for Further Review

The Answering Party may submit to the Executive Director a written response to the request for Further Review within 7 days from the time the request for review is hand delivered or 10 days from the date it is mailed. The President may extend the time for good cause. "Good cause" is defined below at Section VII (E).

Any response is to be delivered to the Executive Director in person or by way of postal delivery and must not be sent electronically by, for example, e-mail. The response will be deemed timely if it is postmarked within the stated time frame.

The Executive Director will provide a copy of any response to the Petitioner.

#### C. Procedures for Further Review

Further Review will be conducted by a Review Committee composed of 3 employees of the University appointed by the President. The chair of the Review Committee shall be designated by the President. The President shall appoint the Review Committee within 10 days after receipt of the request for Further Review from the Executive Director. The President may extend the time for good cause. "Good cause" is defined below at Section VII (E).

Except as otherwise provided here, the Review Committee's review will be by way of a hearing. It shall develop its rules of procedure which will include the following:

- a. A de novo hearing.
- b. The right to be represented by counsel.
- c. The right to produce witnesses and to cross-examine witnesses presented against a party.

- d. As a general practice, the Review Committee will not be obligated to conform to technical rules of evidence.
- e. The burden of proof shall be on the Petitioner.
- f. A record of the proceedings shall be retained by electronic and/or stenographic recording.

All procedures shall be applied in a manner which is consistent with due process under the circumstances of the case.

If consideration of the request for Further Review by the Review Committee reveals that if true the request provides no basis for review, it will recommend to the President that the request for Further Review be dismissed without a hearing.

# D. Recommendation of the Review Committee

The decision of the Review Committee shall be in the form of a recommendation to the President of the University and shall include the question presented, its findings of fact based upon evidence presented at the hearing, and the conclusion and recommendation of the Review Committee. A copy of the recommendation will be provided to the parties. In the event discrimination is found to have occurred, sanctions and corrective action will be recommended which will include measures to stop the discrimination, prevent it from recurring, correct its discriminatory effects, and protect other members of the University community from discrimination.

The Review Committee should complete its review and preparation of its recommendations as expeditiously as possible, and typically within 30 days of appointment. The President may extend the time for good cause. "Good cause" is defined below at Section VII (E).

The President shall act upon the recommendation within 10 days of receipt and will state the basis for his or her decision in writing. The President may extend the time for good cause showing. "Good cause" is defined below at Section VII (E).

The decision of the President shall be made a part of the record. The President may request additional information in whatever form the President seeks to adopt. The parties will be advised of such requests for additional information and will be provided with a copy of any response along with the opportunity to provide a written reply.

The written decision of the President will be provided to the parties, the pertinent Vice President, and the Executive Director. A copy of the decision will also be provided to the Title IX Coordinator in the event the matter relates to sex discrimination. The decision of the President shall be final save and except as an appeal to the Board of Regents may be mandated by law.

# VI. Retaliation Prohibited

There will be no retaliation against any individual because he or she has made a complaint, testified, assisted, or participated in any manner in any investigation, proceeding, or hearing.

Any individual who believes he/she has been a victim of retaliation should contact the offices listed above under Section III, "Reporting Allegations of Discrimination and Where to Report Violations." Such allegations will be investigated consistent with the procedures provided in this policy.

# VII. Additional Information

#### A. Burden of Proof

The burden of proof is on the Complainant, in the Initial Review, and the Petitioner, in proceedings for Further Review, to prove his/her allegations by a preponderance of the evidence. A "preponderance of the evidence" means a matter is more likely than not.

#### B. Calculation of Time

In calculating any period of time under this policy, the last day of the period so computed is to be included unless it is a Saturday, Sunday or a Murray State University holiday, in which event the period runs until the end of the next day which is not a Saturday, a Sunday or a Murray State University holiday.

As used in this policy, "days" refers to calendar days.

#### C. Confidentiality

Murray State University and all individuals involved in implementing this policy will, to the extent possible under law and except as provided under this policy, keep confidential allegations, complaints, responses, investigative materials, and other matters under this policy. In addition, individuals may also be provided with documents or information when necessary, if there is a need to know, and if allowed by law.

#### D. Conflicts of Interest

If the Executive Director of IDEA or a Vice President is the person complained against, the President of the University will designate an individual to perform the functions of that position under this policy. If the complaint is against the President, the Chair of the Board of Regents will designate an individual to perform the functions of the President.

Individuals involved in receiving and investigating allegations and complaints and in deciding any matters under this policy must not have any actual or perceived conflicts of interest with any party. Any conflict will be disclosed to the parties.

# E. <u>Determining Good Cause/Notification of Extension of Time</u>

"Good cause" as used in this policy shall include but not be limited to matters such as illness, death within the family, absence from the University, and any other circumstances which will constitute undue hardship upon that person who may want to respond or who is required to respond or take action. "Good cause" may also arise from the circumstances surrounding a particular matter such as the number of parties involved, the number of issues involved, the unavailability of the parties and witnesses, or the number of witnesses or the amount of evidence involved.

All parties will be notified when an extension of time is allowed.

# F. Matters to Proceed Expeditiously

It is the express intent of this policy that all allegations and complaints be investigated and resolved in an expeditious manner and without unnecessary delay.

# G. Other Action by Individuals Alleging Discrimination

An individual alleging discrimination has the right to pursue action with other agencies, including the right to pursue criminal charges if a crime has occurred. The University's response to allegations under this policy will, to the extent possible, not be delayed pending the outcome of any such other action.

# H. Responsibility of the President

The President, or his or her delegee, will ensure that information in this policy is kept current and will provide for current and accurate references to policies, laws, offices, methods of reporting, and links. Updated information will be provided as needed.

#### I. Sanctions and Corrective Action

Any sanctions and corrective action taken in the event of a finding of discrimination will include measures to stop the discrimination, prevent it from recurring, correct its discriminatory effects, and protect other members of the University community from discrimination. Under certain circumstances, training may be required for an individual or a larger group.

Employees or volunteers who are found to have discriminated are subject to disciplinary action ranging from written warning to termination and ban from campus.

A non-University individual found to have discriminated is subject to disciplinary action ranging from written warning to a ban from campus.

The imposition of sanctions and corrective action under this policy does not prevent any other entity from imposing penalties.

#### APPENDIX I

#### **Affirmative Action Plan:**

See Affirmative Action Plan for Minorities and Females and Affirmative Action Plan for Veterans and Individuals with Disabilities at <a href="http://www.murraystate.edu/MSU2012">http://www.murraystate.edu/MSU2012</a> 13 Plan01252013.pdf

#### **Affirmative Action Policy Statement:**

See statement on the Office of Institutional Diversity, Equity, and Access website at <a href="http://www.murraystate.edu/HeaderMenu/Administration/OfficeOfInstitutionalDiversityEquitya">http://www.murraystate.edu/HeaderMenu/Administration/OfficeOfInstitutionalDiversityEquitya</a> ndAccess/AffirmativeActionSexualHarassmentAndGrievances/AffirmativeActionPolicy.aspx

# **Policy Prohibiting Discrimination Based on Disability:**

See Section 2.23 of the Policies of the Board of Regents at

http://www.murraystate.edu/Libraries/Presidential Search Documents/MSU Policies Part 2 B oard REVISED 07 25 13-jh.sflb.ashx or the Office of Institutional Diversity, Equity, and Access website at

 $\frac{http://www.murraystate.edu/HeaderMenu/Administration/OfficeOfInstitutionalDiversityEquityandAccess/PoliciesAndProcedures/AmericansWithDisabilitiesPolicy.aspx}{}$ 

# **Non-Discrimination Statement:**

See statement on the Office of Institutional Diversity, Equity, and Access website at <a href="http://www.murraystate.edu/HeaderMenu/Administration/OfficeOfInstitutionalDiversityEquityandAccess/AffirmativeActionSexualHarassmentAndGrievances/NonDiscriminationStatement.aspx">http://www.murraystate.edu/HeaderMenu/Administration/OfficeOfInstitutionalDiversityEquityandAccess/AffirmativeActionSexualHarassmentAndGrievances/NonDiscriminationStatement.aspx</a>

#### **Policy Condemning Sexual Assault:**

See Section 2.24 of the *Policies of the Board of Regents* at <a href="http://www.murraystate.edu/Libraries/Presidential\_Search\_Documents/MSU\_Policies\_Part\_2\_B">http://www.murraystate.edu/Libraries/Presidential\_Search\_Documents/MSU\_Policies\_Part\_2\_B</a> <a href="http://www.murraystate.edu/Libraries/Presidential\_Search\_Documents/MSU\_Policies\_Part\_2\_B">http://www.murraystate.edu/Libraries/Presidential\_Search\_Documents/MSU\_Policies\_Part\_2\_B</a> <a href="http://www.murraystate.edu/Libraries/Presidential\_Search\_Documents/MSU\_Policies\_Part\_2\_B">http://www.murraystate.edu/Libraries/Presidential\_Search\_Documents/MSU\_Policies\_Part\_2\_B</a> <a href="http://www.murraystate.edu/Libraries/Presidential\_Search\_Documents/MSU\_Policies\_Part\_2\_B</a> <a href="http://www.murraystate.edu/Libraries/Presidential\_Search\_Documents/MSU\_Policies\_Part\_2\_B</a> <a href="http://www.murraystate.edu/Libraries/Presidential\_Search\_Documents/MSU\_Policies\_Part\_2\_B</a> <a href="http://www.murraystate.edu/Libraries/Presidential\_Search\_Documents/MSU\_Policies\_Part\_2\_B</a> <a href="https://www.murraystate.edu/Libraries/Presidential\_Search\_Documents/MSU\_Policies\_Part\_2\_B</a> <a href="https://www.murraystate.edu/Libraries/Part\_2\_B

#### **Policy Prohibiting Sexual Harassment:**

See Section 2.21 of the Policies of the Board of Regents at

http://www.murraystate.edu/Libraries/Presidential\_Search\_Documents/MSU\_Policies\_Part\_2\_B oard\_REVISED\_07\_25\_13-jh.sflb.ashx or the Office of Institutional Diversity, Equity, and Access website at

http://www.murraystate.edu/HeaderMenu/Administration/OfficeOfInstitutionalDiversityEquityandAccess/AffirmativeActionSexualHarassmentAndGrievances/SexualHarassmentPolicy.aspx

### **STUDENT LIFE POLICIES**

#### **Non-Discrimination Statement:**

See Page 3 of the *Student Life Policies*, *Rules and Procedures* at <a href="http://murraystate.edu/Libraries/Student\_Affairs/StuLifePolicies-Aug2013.sflb.ashx">http://murraystate.edu/Libraries/Student\_Affairs/StuLifePolicies-Aug2013.sflb.ashx</a>

# **Policy on Combating Sexual Harassment:**

See Page 3 of the *Student Life Policies*, *Rules and Procedures* at <a href="http://murraystate.edu/Libraries/Student\_Affairs/StuLifePolicies-Aug2013.sflb.ashx">http://murraystate.edu/Libraries/Student\_Affairs/StuLifePolicies-Aug2013.sflb.ashx</a>

# Policy on Sexual Misconduct, Unwanted Pursuit and Relationship Violence:

See Page 11 of the *Student Life Policies*, *Rules and Procedures* at <a href="http://murraystate.edu/Libraries/Student\_Affairs/StuLifePolicies-Aug2013.sflb.ashx">http://murraystate.edu/Libraries/Student\_Affairs/StuLifePolicies-Aug2013.sflb.ashx</a>

#### APPENDIX II

MSU Athletics

Matt Kelly, Senior Associate Athletic Director and Deputy Title IX Coordinator

217 Stewart Stadium Murray, KY 42071 Phone: (270) 809-4424

Email: mkelly@murraystate.edu

MSU Police Department 101 Public Safety Building Murray, KY 42071

Telephone: (270) 809-2222

Email: public.safety@murraystate.edu

Office of Institutional Diversity, Equity, and Access (IDEA)

Camisha Duffy, Executive Director and Interim Title IX Coordinator

103 Wells Hall Murray, KY 42071

Telephone: (270) 809-3155

Fax: (270) 809-6887 TDD: (270) 809-3361

Email: cduffy@murraystate.edu

Office of the President

218 Wells Hall Murray, KY 42071

Telephone: (270) 809-3763

Office of Student Affairs

Mike Young, Associate Vice President and Deputy Title IX Coordinator

425 Wells Hall Murray, KY 42071

Telephone: (270) 809-6833

Email: myoung@murraystate.edu

Title IX Coordinator (Interim)

Camisha Duffy 103 Wells Hall Murray, KY 42071

Telephone: (270) 809-3155

Fax: (270) 809-6887 TDD: (270) 809-3361

Email: msu.titleix@murraystate.edu

U.S. Department of Education Office for Civil Rights The Wanamaker Building 100 Penn Square East, Suite 515

Philadelphia, PA 19107-3323 Telephone: (215) 656-8541

Facsimile: (215) 656-8605 TDD: (800) 877-8339

Email: OCR.Philadelphia@ed.gov

U.S. Equal Employment Opportunity Commission

600 Dr. Martin Luther King, Jr. Place

Suite 268

Louisville, KY 40202

Telephone: (800) 669-4000

Fax: (502) 582-5895 TTY: (800) 669-6820

# **Other Helpful Contact Information:**

# **MURRAY CAMPUS**

# **POLICE DEPARTMENTS**

Calloway County Sheriff 701 Olive Street Murray, KY 42071

Telephone: (270) 753-3151

**Crime Stoppers** 

Telephone: (270) 753-9500

MSU Police Department 101 Public Safety Building Murray, KY 42071

Telephone: (270) 809-222

Email: public.safety@murraystate.edu

Murray Police Department 407 Poplar Street Murray, KY 42071

Telephone: (270) 753-1621

# **MEDICAL CARE**

MSU Health Services 136 Wells Hall Murray, KY 42071

Telephone: (270) 809-3809

Murray Calloway County Hospital 803 Poplar Street Murray, KY 42071

Telephone: (270) 762-1100

# **SEXUAL ASSAULT COUNSELING**

Merryman House Domestic Violence Crisis Center

Hotline: (800) 585-2686

MSU Women's Center C103 Oakley Applied Science Building Murray, KY 42071

Telephone: (270) 809-3140

Email: womenscenter.msu@gmail.com

Psychological Center Murray State University 401 Wells Hall Murray, KY 42071

Telephone: (270) 809-2504

Fax: (270) 809-2992

Purchase Area Sexual Assault and Child Advocacy Center

Telephone: (270) 753-5777 Helpline: (800) 928-7273

University Counseling Services Counseling Center C104 Oakley Applied Science Building Murray State University Murray, KY 42071

Telephone: (270) 809-6851

Email: msu.counselingcenter@murraystate.edu

# **SUPPORT SERVICES**

LGBT Programming Jody Cofer Randall 226B Wells Hall Murray, KY 42071

Telephone: (270) 809-5040 Email: jcofer@murraystate.edu

MSU Women's Center

C103 Oakley Applied Science Building

Murray, KY 42071

Telephone: (270) 809-3140

Email: womenscenter.msu@gmail.com

Office of Multicultural Affairs

S.G. Carthell, Director 110A Curris Center Murray, KY 42071

Telephone: (270) 809-6836

Email: <a href="mailto:scarthell@murraystate.edu">scarthell@murraystate.edu</a>

# **OTHER IMPORTANT CONTACTS**

MSU Athletics

Matt Kelly, Senior Associate Athletic Director and Deputy Title IX Coordinator

217 Stewart Stadium Murray, KY 42071 Phone: (270) 809-4424

Email: mkelly@murraystate.edu

Office of Institutional Diversity, Equity, and Access (IDEA)

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103 Wells Hall Murray, KY 42071

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#### **PADUCAH CAMPUS**

# POLICE DEPARTMENTS

McCracken County Sheriff 301 South Sixth Street Paducah, KY 42003

Telephone: (270) 444-4719

Paducah Police Department 1400 Broadway Paducah, KY 42001

Telephone: (270) 444-8550

# **MEDICAL CARE**

Baptist Health Paducah 2501 Kentucky Avenue Paducah, KY 42003

Telephone: (270) 575-2100

Lourdes Hospital 1530 Lone Oak Road Paducah, KY 42003

Telephone: (270) 444-2444

# **SEXUAL ASSAULT COUNSELING**

Merryman House Domestic Violence Crisis Center

Hotline: (800) 585-2686

Psychological Center Murray State University 401 Wells Hall Murray, KY 42071

Telephone: (270) 809-2504

Fax: (270) 809-2992

Purchase Area Sexual Assault and Child Advocacy Center

Telephone: (270) 534-4422 Helpline: (800) 928-7273

**University Counseling Services** 

**Counseling Center** 

C104 Oakley Applied Science Building

Murray State University Murray, KY 42071

Telephone: (270) 809-6851

Email: msu.counselingcenter@murraystate.edu

Liaison: Brian Van Horn; Telephone: (270) 809-3282; Email: <a href="mailto:bvanhorn@murraystate.edu">bvanhorn@murraystate.edu</a>

# **SUPPORT SERVICES**

MSU Women's Center C103 Oakley Applied Science Building

Murray, KY 42071

Telephone: (270) 809-3140

Email: womenscenter.msu@gmail.com

# **OTHER IMPORTANT CONTACTS**

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Email: msu.titleix@murraystate.edu

# HOPKINSVILLE CAMPUS AND **BREATHITT VETERINARY CENTER**

# **POLICE DEPARTMENTS**

**Christian County Sheriff** 216 West 7<sup>th</sup> Street Hopkinsville, KY 42240 Telephone: (270) 887-4143

Hopkinsville Police Department 112 West First Street Hopkinsville, KY 42240 Telephone: (270) 890-1500

# **MEDICAL CARE**

Jennie Stuart Medical Center 320 W. 18th Street Hopkinsville, KY 42240 Telephone: (800) 887-5762

# SEXUAL ASSAULT COUNSELING

Psychological Center Murray State University 401 Wells Hall Murray, KY 42071

Telephone: (270) 809-2504 Fax: (270) 809-2992

Sanctuary Inc. (Sexual Assault Advocacy)

210 East 9<sup>th</sup> Street

Hopkinsville, KY 42240 Telephone: (270) 885-4572 Hotline: (800) 766-0000

**University Counseling Services Counseling Center** C104 Oakley Applied Science Building Murray State University Murray, KY 42071

Telephone: (270) 809-6851

Email: msu.counselingcenter@murraystate.edu

Liaison: Slone Cansler; Telephone: (270) 707-1525; Email: scansler@murraystate.edu

# **SUPPORT SERVICES**

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Telephone: (270) 809-3155

Fax: (270) 809-6887 TDD: (270) 809-3361

Email: msu.titleix@murraystate.edu

#### MADISONVILLE CAMPUS

# **POLICE DEPARTMENTS**

Hopkins County Sheriff 56 North Main Street Madisonville, KY 42431 Telephone: (270) 821-5661

Madisonville Police Department 99 East Center Street Madisonville, KY 42431 Telephone: (270) 821-1720

# **MEDICAL CARE**

Baptist Health Madisonville 900 Hospital Drive Madisonville, KY 42431 Telephone: (270) 825-5100

# SEXUAL ASSAULT COUNSELING

Psychological Center Murray State University 401 Wells Hall Murray, KY 42071

Telephone: (270) 809-2504

Fax: (270) 809-2992

Sanctuary Inc. (Sexual Assault Advocacy)

100 S. Railroad Street Madisonville, KY 42431 Telephone: (270) 825-9737 Hotline: (800) 766-0000

University Counseling Services Counseling Center C104 Oakley Applied Science Building Murray State University Murray, KY 42071

Telephone: (270) 809-6851

Email: msu.counselingcenter@murraystate.edu

Liaison: Heather Roy; Telephone: (270) 825-4379; Email: hroy@murraystate.edu

# **SUPPORT SERVICES**

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### **OTHER IMPORTANT CONTACTS**

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103 Wells Hall
Murray, KY 42071

Telephone: (270) 809-3155

Fax: (270) 809-6887 TDD: (270) 809-3361

Email: msu.titleix@murraystate.edu

#### **HENDERSON CAMPUS**

# **POLICE DEPARTMENTS**

Henderson County Sheriff 20 N. Main Street, Suite 112 Henderson, KY 42420 Telephone: (270) 826-2713

Henderson Police Department 1990 Barret Court Henderson, KY 42420 Telephone: (270) 831-1295

# **MEDICAL CARE**

Methodist Hospital 1305 North Elm Street Henderson, KY 42420 Telephone: (270) 827-7700

# **SEXUAL ASSAULT COUNSELING**

New Beginnings (Sexual Assault Advocacy) 437 First Street Henderson, KY 42420 Telephone: (270) 826-7273

Hotline: (800) 226-7273

Psychological Center Murray State University 401 Wells Hall Murray, KY 42071

Telephone: (270) 809-2504

Fax: (270) 809-2992

University Counseling Services Counseling Center C104 Oakley Applied Science Building Murray State University Murray, KY 42071

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Liaison: Mike Freels; Telephone: (270) 831-5111; Email: mfreels@murraystate.edu

# **SUPPORT SERVICES**

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Email: msu.titleix@murraystate.edu

#### FORT CAMPBELL CAMPUS

# **POLICE DEPARTMENTS**

Fort Campbell Military Police 123 Forrest Avenue Fort Campbell, KY 42223 Telephone: (270) 798-2677

#### **MEDICAL CARE**

Blanchfield Army Community Hospital 650 Joel Drive Fort Campbell, KY 42223 Telephone: (270) 798-8400

# **SEXUAL ASSAULT COUNSELING**

Psychological Center Murray State University 401 Wells Hall Murray, KY 42071

Telephone: (270) 809-2504

Fax: (270) 809-2992

Sanctuary Inc. (Sexual Assault Advocacy)

210 West First Street Hopkinsville, KY 42240 Telephone: (270) 885-4572 Hotline: (800) 766-0000

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#### **ONLINE STUDENTS**

# **SEXUAL ASSAULT COUNSELING**

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Fax: (270) 809-2992

**University Counseling Services** 

**Counseling Center** 

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Murray State University Murray, KY 42071

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Email: msu.counselingcenter@murraystate.edu

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