



Office for University Equity and Compliance  
Rights, Reporting, and Responding to  
Disclosures

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## Office for University Equity and Compliance



Responsible for leading efforts to maintain Northeastern's compliance with local, state, and federal law related to discrimination, harassment, and sexual violence.



Offers the Northeastern community a place to discuss and report issues and concerns regarding discrimination, harassment, and sexual violence.

# Meet the OUEC Team!



Mark Jannoni (he/him)

*Asst. Vice President and Title IX Coordinator*



Liz Weber (she/her)

*Deputy Title IX & EO Coordinator*



Janet Cha (she/her)

*Investigator*



Diana Fitzgerald (she/her)

*Investigator*



Brigid Hart-Molloy (she/her)

*Deputy Title IX & EO Coordinator*

*Global University System*



Amy Quail (she/her)

*Investigator*

# Policy Overview & Rights

## Policy on Equal Opportunity

Prohibits discrimination based on race, color, religion, religious creed, genetic information, sex (pregnancy related condition), gender, gender identity, sexual orientation, age, national origin, ancestry, ethnicity, veteran and military status or disability status.

## Policy on Sexual and Gender-Based Harassment and Title IX

Prohibits sexual harassment, sexual assault, intimate partner violence, sexual exploitation, stalking

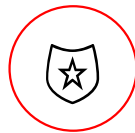
## Policy on Non-Fraternization

Prohibits romantic/sexual relationships where there is a difference in power/position

## Non-Retaliation Policy



The University wants everyone to feel as safe and as comfortable as possible when reporting to OUEC.



Community members are protected from retaliation for reporting discrimination, harassment, or sexual violence.



Applies to all parties participating in an investigation or disciplinary process, including witnesses.

# Rights and Supportive Measures

Report or NOT Report the incident to the University and/or police	Seek Informal or Formal Resolution through the University	Discuss options of pursuing criminal charges with NUPD	Receive a University No Contact Order
Receive referrals to <i>confidential</i> medical, counseling, and related services on/off campus	Access alternative housing arrangements ( <i>for students</i> )	Change academic/social or work schedules and obligations	Receive assistance obtaining a judicial restraining/protective order

# Reporting Options



## Private Reporting Options

- Office for University Equity and Compliance
  - AVP and Title IX Coordinator Mark Jannoni
  - [M.Jannoni@northeastern.edu](mailto:M.Jannoni@northeastern.edu) OR [ouec@northeastern.edu](mailto:ouec@northeastern.edu)
- First Responders
  - On or around Boston campus
    - NUPD Emergency: 617.373.2121
  - All other US or Canadian Campuses: 911
  - London Campus: 999
- Any Mandatory University Reporter
  - All Northeastern faculty and staff (excepting confidential resources)



# Mandatory University Reporters

## Mandatory University Reporters

All University faculty and staff, except Confidential Resources, are required to report information about discrimination and sexual misconduct to the OUEC.

### All Mandatory University Reports:

1. Must promptly report any and all information you receive pertaining to allegations/complaints of discrimination or sexual violence
2. Ensure that the person reporting is safe.
3. Encourage the student to report or seek assistance
4. May not make promises of confidentiality

*It is not your responsibility to investigate whether discrimination has occurred.*

# Responding to a Disclosure

## 1. Assess the Situation

- a. Is there an immediate concern for Health, Wellness or Safety?

## 2. Express Care

- a. "I'm concerned about you."

## 3. Refer to Resources

- a. OUEC, UHCS, Find@Northeastern, OPEN/Sexual Violence Resource Center, NUPD

## 4. File an OUEC Report

## Assessing a Complaint

- What needs to be reported?
  - Any information you receive, from whatever source, that indicates discrimination has occurred.
  - It does not have to be directly from the Complainant.
  - It does not have to be specific or detailed.
- When/where do I report?
  - As soon as possible after receiving information that is or may be a complaint.
  - To OUEC (and NUPD for immediate health, wellness or safety concerns)
  - When in doubt, REPORT!

## Confidentiality vs. Privacy

- All Mandatory University Reporters have a duty to report any incident of discrimination or sexual violence to the OUEC, but are expected to keep information private.
  - Private = limit report to only those individuals with a need-to-know.
    - OUEC and/or NUPD
- Confidential Resources (identified in upcoming slides) are not Mandatory University Reporters, and do not need to report information to OUEC.

# Reporting to OUEC

## Complete an Online Report

- Located at <http://www.northeastern.edu/ouec/file-a-complaint/>
- This report will go directly to the University's AVP & Title IX Coordinator, Mark Jannoni and the OUEC team
- Reports can be filed ANONYMOUSLY and do NOT have to be filed by the person who experienced discrimination

## Email: OUEC@northeastern.edu

- Less secure than online reporting form

## Call +1.617.373.4644

## In Person in Boston: 125 Richards Hall

# Confidential Resources for Students

- Office of Prevention + Education at Northeastern (OPEN)
  - Confidential in-person services available in Boston, virtual services for all other campuses
  - Houses Sexual Violence Resource Center, Confidential Resource Advisor, Community Consultation
- Find@Northeastern
  - Privileged virtual services for all campuses
  - Offers 24/7 mental health support to students
- University Health and Counseling Services
  - Privileged in-person mental and physical health support for students in Boston
- Counseling and Psychological Services
  - Privileged in-person and virtual mental health support for students in Oakland
- Athletic Trainers (Privileged)
- Spiritual Advisors in the Center for Spirituality, Dialogue and Service
  - Confidential in-person services available in Boston, virtual services for all other campuses



# Confidential Resources for Employees

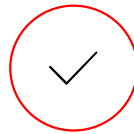
- Ombuds
  - Still required to report Sexual and Gender-Based Harassment concerns related to students
  - Can support before or after a process, but not during
- Employee Assistance Program
  - Serves employees, provides direct referrals to counseling

# OUEC Resolution Options

# What happens once a report is made?

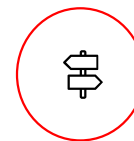


OUEC reaches out to Complainant to review reporting, rights, and resources



## Formal Complaint

*Complainant or OUEC must file a Formal Complaint alleging a potential Prohibited Offense AND requesting University response*



## Formal vs. Informal Process

*Complainant has option to pursue resolution action if Respondent is a community member*

# Formal Process

- Full university investigation
- Formal findings of fact
- Can result in discipline
- In cases involving sexual violence, both Complainant and Respondent have the option to review all information/evidence collected

# Informal Process

- Voluntary
- Remedy-driven
- No formal finding of fact
- No formal discipline
- Examples:
  - Facilitated dialogue
  - Education/training
  - Impact statement

# Responding to Disclosures

# Your Response

- The response to a first disclosure may influence their decision to get help or report to authorities.
- If the first reaction to their disclosure of Discrimination is doubt or disrespect, the Complainant is less likely to seek help.
- ***Listen without judging, giving advice, or pressing for details.***

# Pregnancy or Related Conditions

Any university employee who becomes aware of a student's pregnancy or related condition is required to provide the student with the Title IX Coordinator's contact information and communicate that the Title IX Coordinator can help take specific actions to prevent discrimination and ensure equal access to the university's education program and activity.

- Go to <https://ouec.northeastern.edu/resources-for-pregnant-students-and-employees/> for "Know Your Options" brochure to provide your student (or see QR code on next slide).
- Students who are pregnant or are experiencing related conditions are entitled to Reasonable Modifications to prevent Prohibited Offenses and ensure equal access to the university's education program and activity.
  - Any student seeking Reasonable Modifications must contact the Title IX Coordinator or [Disability Access Services](#) to discuss appropriate and available Reasonable Modifications based on their individual needs.



**For FAQs and other, helpful reminders about responding to disclosures, check out OUEC's website!**





Questions?