

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

Mark Jannoni
Assistant Vice President

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#LIKEAHUSKY

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



Amy Quail (she/her)

Investigator



Diana Fitzgerald (she/her)

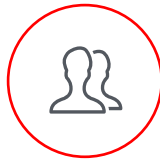
Deputy Title IX & EO Coordinator

Global University System

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.

Policy Overview & Rights



Policy on Non-Discrimination and Equal Opportunity

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

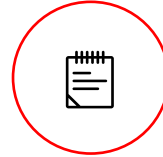
Policy on Sexual and Gender-Based Harassment and Title IX

Prohibits discrimination based on sex, including sexual harassment, sexual assault, intimate partner violence, sexual exploitation and stalking

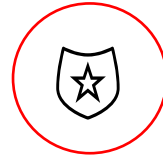
Policy on Non-Fraternization

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 *confidential* **medical, counseling**, and related services on/off campus

Access alternative **housing** arrangements (*for students*)

Change **academic/social or work** schedules and obligations

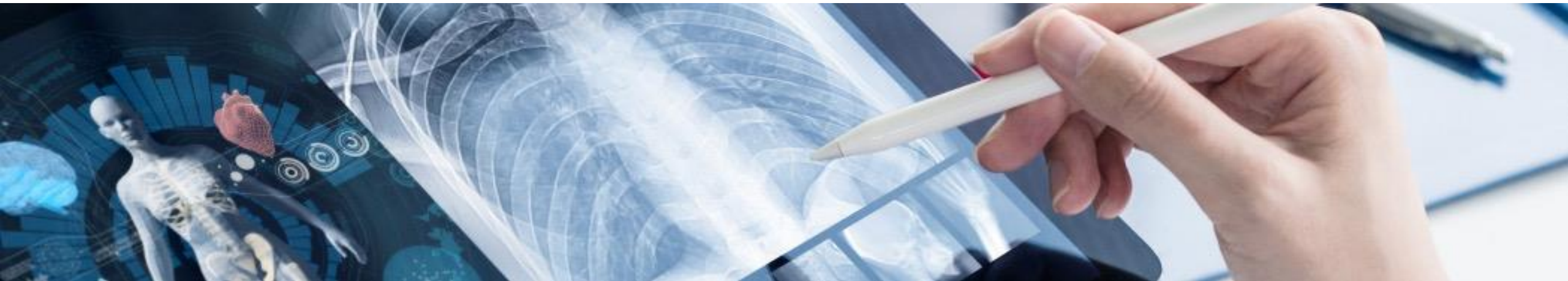
Receive assistance obtaining a **judicial restraining/protective** order

Reporting Options



Private Reporting Options

- Office for University Equity and Compliance
 - AVP and Title IX Coordinator Mark Jannoni
 - M.Jannoni@northeastern.edu OR 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.

Transparency

The goal is to ensure students understand your role as a MUR *before* they share sensitive information, so they can make informed decisions about what they disclose.

- 1. Include a statement in your syllabus** explaining your reporting obligations.
- 2. Review it aloud on the first day of class** when discussing course policies.
- 3. Remind students individually** if a conversation begins to involve information you may be required to report.

"Before we begin the semester, I want everyone to know that I have reporting responsibilities under university policy. If you tell me about certain incidents involving discrimination, harassment, sexual misconduct, or related issues, I am required to notify the OUEC as it is their role to respond to these allegations and to make you aware of your rights, support resources and pathways towards a resolution through the university should you be interested in pursuing one. I want you to have that information in advance so you can choose how and with whom you share personal experiences. If you ever need confidential support, I'm happy to help you find the right resources."

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.***

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

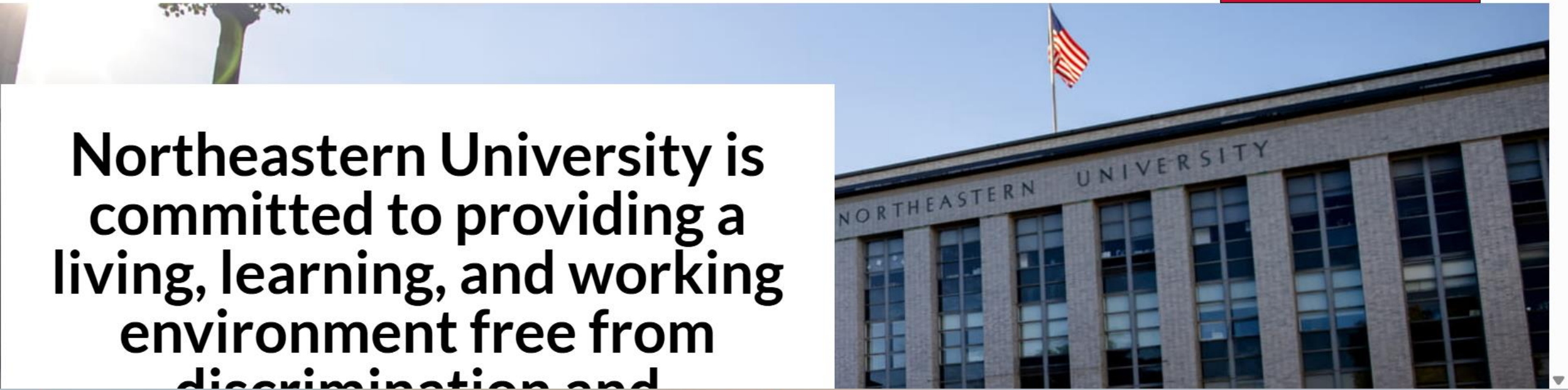
Email: OUEC@northeastern.edu

- Less secure than online reporting form

Call +1.617.373.4644

In Person in Boston: 125 Richards Hall

FILE A REPORT WITH OUEC



Northeastern University is committed to providing a living, learning, and working environment free from discrimination and

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
- 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

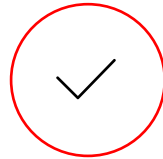
OUEC Resolution Options



What happens once a report is made?

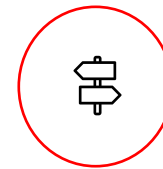


OUEC reaches out to Complainant to review reporting, rights, and resources



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



Questions?

N Northeastern University **Equity and Compliance**

Thank you!

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+1.617.373.4644

125 Richards Hall, Boston Campus