Welcome to Florida State University’s Sexual Misconduct training. This training is presented by the Human Resources Office of Equal Opportunity and Compliance. Before proceeding, please make sure you have the handouts that accompany the training available, you will be directed to refer to them during the presentation. Contact information for all of the resources mentioned in this training are provided in the Sexual Misconduct Training Guide.
In this training, we’ll discuss the definition of sexual misconduct. You’ll be introduced to the University’s Sexual Harassment Policy and gain awareness of the types of behavior that violate the policy. You will learn how to make a complaint if sexual misconduct occurs, your duty to report sexual misconduct of which you become aware, safe options to intervene to prevent sexual violence, and the University’s commitment to prevent retaliation against individuals who report sexual misconduct. You will also learn about the University’s Sexual Battery Policy and special reporting requirements under that policy.
Unfortunately, sexual violence remains a serious concern for all Universities. Recent federal figures estimate that one in five women is sexually assaulted while in college and men can also be victims. One of the main objectives of this training is to prevent sexual misconduct on campus by arming you with information and intervention strategies.

Numerous University departments, organizations, and programs are proactively addressing sexual violence in the campus community, challenging misconceptions about these crimes, and working to positively change campus culture to prevent sexual violence in the future. But FSU can’t end sexual violence on campus unless we all educate ourselves and intervene when we see co-workers or students in situations that are likely to lead to sexual victimization.

For more guidance on how you can help prevent sexual violence and abusive relationships, please take a moment to review the “Bystander Intervention and Warning Signs of an Abusive Relationship” sections of the Training Guide.
By now you may be wondering what exactly “Sexual Misconduct” means. We use sexual misconduct as an umbrella term that includes all forms of non-consensual sexual activity (like rape) or unwelcome sexual conduct (like sexual harassment). Sexual Misconduct includes a broad range of behaviors including, but not limited to: rape/sexual battery; domestic violence; dating violence; and stalking.
Sex discrimination, sexual harassment, and sexual violence are illegal. Several state and federal laws prohibit those behaviors. Two key federal laws in this area are Title IX of the Education Amendments Act of 1972 and Title VII of the Civil Rights Act of 1964.

Title IX prohibits sex discrimination (including sexual harassment and sexual violence) in educational programs and activities. Title IX also requires that the university provide equity to both sexes in education and university programs. These protections apply to University employees.

Title VII protects employees from several types of discrimination including sex discrimination. This includes protection from being treated negatively because of your sex, sex-based wage discrimination, pregnancy discrimination, sexual harassment, and sexual violence at work.
Internally, the university has its own policies that prohibit sexual misconduct.

- **FSU’s Title IX Statement** outlines the university’s obligations under Title IX. The Title IX Statement also identifies the University’s Title IX coordinators who are responsible for overseeing the University’s compliance with Title IX. The Title IX Coordinators are also identified on the “Sexual Misconduct Resources handout.”

- **FSU’s Non-Discrimination Policy** prohibits sex discrimination. There are many forms of sex discrimination prohibited under this policy, including sexual harassment and sexual violence.

- **FSU’s Sexual Harassment Policy** provides detailed guidance about the University’s prohibition against sexual harassment.

- Finally, **FSU’s Sexual Battery Policy** gives specific guidance to support victims of rape and sexual battery, to apprehend perpetrators, and to outline special reporting obligations for employees with knowledge of this crime.
Now, let’s cover the basics: what conduct is prohibited by the University’s Sexual Harassment Policy, who is protected, when does the policy apply, and definitions of various offenses.
The University's sexual harassment policy prohibits all forms of sexual misconduct including: sexual harassment, gender stereotyping, gender-based animosity, and sexual violence (such as rape, sexual battery, sexual assault, domestic violence, dating violence, and sexually motivated stalking.)

We will talk about the definition of Sexual Harassment and Sexual Battery later.

1. **Domestic Violence** means any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member.

2. **Dating Violence** means violence between individuals who have or recently had a continuing and significant relationship of a romantic or intimate nature.

3. **Stalking** is willfully, maliciously, and repeatedly following, harassing, or cyberstalking another person causing substantial emotional distress to that person and serving no legitimate purpose.

You can find the full sexual harassment policy online and in print publications across campus.
The sexual harassment policy applies to everyone on FSU's campus. This means all classifications of employees including: faculty, staff, and OPS. It also applies to students, campus visitors, and contractors. Everyone at FSU is required to act in accordance with and is protected by the policy.
The University has a zero tolerance policy towards sexual misconduct regardless of who commits the offense. When the University becomes aware of possible sexual misconduct, Title IX requires FSU to conduct a prompt, thorough, and impartial investigation, to eliminate the harassing conduct, to address its effects on the victim, and to prevent it from happening again.
Let’s try a real world example. A fan at an FSU baseball game makes lewd comments and exposes himself to an FSU employee working at the ticket window.

*Is this situation covered by the Sexual Harassment Policy?*
The answer is **Yes**.

The University’s sexual harassment policy applies to visitors on campus. The employee is not required to tolerate sexually harassing behavior, merely because the harasser is a patron. Although the University can’t fire or expel the fan because he is neither an employee nor a student, FSU can take other appropriate forms of corrective action, such as issuing a No Trespass order against him, barring him from campus.
FSU prohibits sexual misconduct in all university programs and activities. This means all on campus activities such as classes, work, and events. The policy also applies to off campus activities that are University sponsored, such as off campus office parties, business trips, athletic events, study abroad programs, and travel related to work, research, or university courses. You can think of these events as being part of the “extended workplace” or FSU’s “virtual campus.” As a result the University’s expectations of appropriate conduct apply.
Time for another comprehension check. True or false?
“If you are out at lunch with co-workers, and everyone is paying their own bill, you can make all of the sexual comments you want because you are off the clock and the Sexual Harassment Policy does not apply.”
FALSE.

Your interactions with fellow employees must be free from sexually harassing conduct. Off-campus interactions with co-workers may be covered by the university’s policy. So you should maintain an appropriate professional filter when interacting with co-workers outside of work.
Two offices at FSU share responsibility for investigating and resolving sexual misconduct complaints made to the University. These offices are the Office of Equal Opportunity and Compliance, which is part of Human Resources, and the Dean of Students Department.

The Office of Equal Opportunity and Compliance, or “EOC,” handles complaints against anyone who is not a student, meaning the alleged perpetrator was an employee, faculty member, visitor, or contractor. The EOC’s complaint procedures can be found in FSU’s Non-Discrimination Policy and in the Sexual Harassment Policy.

The Dean of Students Department, or “DOS,” handles complaints against students, meaning a student is alleged to be committing the misconduct. The DOS uses the complaint process found in the Student Code of Conduct.
Now let’s look at the definition of sexual harassment. Sexual harassment is *unwelcome* sexual advances, requests for sexual favors, and other verbal or physical conduct of a *sexual nature* when...

Submission to the conduct is made a **term or condition of employment** (or **education**), either explicitly or implicitly; or

Submission to or rejection of the unwelcome sexual conduct is used as the basis for an employment or academic decision; or

The unwelcome sexual conduct creates a hostile work environment or unreasonably interferes with participation in university activities.
Let’s break that down a little more. There are two main forms of sexual harassment: Quid Pro Quo and Hostile Environment. Quid Pro Quo is a Latin phrase meaning “this for that.” Quid Pro Quo sexual harassment is demands, requests, or pressure for sexual favors in exchange for a benefit or to avoid a negative consequence. This type of sexual harassment is committed by someone with power over your employment (or over a student’s education). For example, if a supervisor tells a subordinate that she will fire him unless he dates her, that is Quid Pro Quo sexual harassment. Or if a supervisor tells a subordinate that he will give her a promotion if she starts dressing for work in a more sexually revealing manner, that is also quid pro quo harassment.

Hostile environment sexual harassment occurs when unwelcome sexual conduct is either so severe, so frequent, or so widespread that it interferes with a person’s ability to get their work done or participate fully in educational activities.

To constitute harassment the victim must both actually find the environment hostile and the environment must be hostile to a reasonable person. Hostile environment harassment can be committed by anyone, co-workers, supervisors, students, or visitors. A single severe incident, such as unwelcome, non-consensual sexual touching can be enough to create a hostile environment. If the offensive sexual conduct is less severe (such as sexual comments or jokes) it usually takes a pattern of such behavior to create a hostile environment.
True or false?

Sexual harassment can only be committed by supervisors or managers.

Time for another comprehension check.

True or false?

Sexual harassment can only be committed by supervisors or managers.
The answer is FALSE. Although Quid pro quo harassment always comes from someone with power over your job, hostile environment harassment can be committed by anyone including subordinates, students, or visitors.
Many types of behaviors can be sexually harassing including: making inappropriate sexual comments, staring at people in a sexual manner, touching someone in an unwelcome sexual manner, and treating people negatively because of their sex or because they do not dress, act, or groom themselves in a manner stereotypically associated with their sex.

The following examples are conduct that can rise to the level of sexual harassment depending on the frequency, severity, and context. This behavior would not be tolerated at FSU:

- Uninvited, sexual touching
- Requesting sexual favors in return for good grades, promotion, or continued employment
- Inappropriate display of sexual posters, photos, cartoons, etc.
- Rating co-workers/students based on sexual activity or attractiveness
- Continued unwelcome flirting/requests for dates
More Examples

- Calling someone doll, baby, sugar, hunk, fine, or similar terms
- Obscene gestures, sounds, jokes, practical jokes, emails, texts, leering
- Giving unwelcome sexually suggestive compliments
- Sexual violence

- Consistently referring to people in the workplace in sexualized terms such as doll, baby, sugar, hunk, fine, or similar terms
- Obscene gestures, sounds, jokes, practical jokes, emails, texts, or leering
- Giving unwelcome sexually suggestive compliments and
- Any form of sexual violence including: Domestic Violence, Dating Violence, Stalking, and Rape.
Let’s recap a few key points about sexual harassment:

First, sexual harassment is conduct that is unwelcome. However, failure to verbally object doesn’t mean the conduct was welcome. You are not required to confront your harasser directly in order to complain about sexual misconduct. Conduct is unwelcome if the individual did not request or invite the behavior and considered it offensive.

Second, the sexual harassment policy is gender neutral and protects you regardless of your sexual orientation or gender identity. Men, Women, and transgendered people can be victims or harassers. Also people of the same sex can harass each other. Please be aware that the University’s Non-Discrimination Policy also prohibits taking negative employment action or creating a hostile environment for someone because of their sexual orientation, gender identity, or gender expression.

Third, remember that your intent is irrelevant to a sexual misconduct complaint. Sexual harassment is evaluated based on the perception of the victim, not the intent of the harasser. If the unwelcome sexual conduct was offensive to the recipient and would be offensive to a reasonable person in similar circumstances it is harassing.

Not all offensive conduct rises to the level of sexual misconduct. However, disrespectful and belittling conduct towards co-workers is always inappropriate and unprofessional in the workplace and may be addressed by supervisors accordingly.

Fourth, keep in mind that a victim of sexual harassment does not have to be the intended target of the conduct to make a complaint. For example, if a female employee observes her supervisor treating other female employees with contempt, commenting on the sexual attributes of women in a demeaning way, and making negative comments about women in the workforce, she can make a hostile environment complaint even though her supervisor never made any specific comments to her.

And Fifth, be aware that consensual romantic relationships with anyone over whom you hold institutional authority will likely create a conflict of interest that will need to be disclosed to your supervisor and removed prior to pursuing the relationship. This type of relationship can also undermine your credibility with others under your supervision. This includes relationships with individuals whose work you supervise directly or indirectly or with students over whom you hold any form of grading, teaching, coaching, advising, or other authority. Additionally, these types of romantic relationships can expose you to complaints of sexual
misconduct if the individual over whom you hold authority later claims that they felt unable to refuse your advances due to your authority over them. Finally, your department may have an internal policy strictly prohibiting these types of romantic relationships. As a result, relationships with individuals over whom you hold any type of University authority are strongly discouraged by the University.
If you experience sexual misconduct:

Know your rights. Sexual harassment, sex discrimination, and sexual violence are illegal and violate university policy.

Speak up. Although you are not required to confront your harasser before you make a complaint, we recommend that you tell the person directly that the conduct is unwelcome and must stop. This is not the time to be polite or vague. Often simply being direct is enough to stop the inappropriate behavior.

Don’t blame yourself. It isn’t your fault.

Document the situation. Take notes on the time and date of any harassing conduct, what happened, and who might have witnessed it.

Don’t delay. You don’t have to wait until you are in a hostile environment to get support and assistance. If you are being subjected to offensive sexual behavior, contact your supervisors or the Office of Equal Opportunity and Compliance for assistance.

Furthermore, if you have experienced sexual violence, such as rape, call 911 if you are injured, in immediate danger, or to report the crime. As a survivor you have the right to: notify the police of the crime, get assistance from an FSU Victim Advocate in reporting the crime, decline to notify the police, or notify University officials of the crime, whether or not you choose to notify the police. FSU strongly encourages survivors to notify the University of the incident so that FSU can take internal action. You can do this by contacting the EOC, DOS, or one of the Title IX Coordinators. Even if you do not chose to take any criminal action, FSU’s Victim Advocates can still help to arrange alterations to your academic schedule, campus housing, transportation, or work arrangements upon request and where reasonably available, whether or not you decide to report the crime to the police.

Deciding whether or not to report can be a difficult decision, FSU’s victim advocates can assist you
with this process, completely confidentially. As soon as possible you should also seek medical attention, even if you have no visible injuries and do not want to report the crime. You could be at risk for a sexually transmitted disease or pregnancy. Furthermore preserving physical evidence of the crime may be crucial if you later decide to seek criminal prosecution or an order of protection (restraining order).
Time for another pop quiz. True or false? If my sexual comments and advances were intended as a joke and nobody tells me I’m harassing them, it isn’t sexual harassment.
Comprehension Check

True or False?

If my sexual comments and advances were intended as a joke and nobody tells me I’m harassing them, it isn’t sexual harassment.

FALSE

The answer is False. Your intent is irrelevant. Your conduct is sexually harassing if it was unwelcome, offensive to the recipient and a reasonable person would find that conduct harassing.
If someone tells you that you have offended them, be open-minded. Thank the person for approaching you directly; they may have just saved you from a sexual misconduct complaint investigation. Apologize and make a commitment to stop the behavior in the future.
The University also has a separate sexual battery policy. In addition to being the most severe form of sexual harassment, sexual battery (or rape) is also a crime.
The Sexual Battery Policy protects all faculty, staff, and students at Florida State University. It applies equally to men, women, and transgendered people. Individuals of any sex, gender, or sexual orientation can be victims of sexual violence. The sexual battery policy is available online (and in many University publications).
Florida law defines sexual battery, sexual assault, and rape as “the oral, anal, or vaginal penetration by, or union with, the sexual organ of another or the anal or vaginal penetration of another by any other object” without *consent*.

(Florida Statutes §794.011(h))
Consent to sexual activity means intelligent, knowing, and voluntary consent and does not include coerced submission. Consent to one type of sexual activity does not imply consent to other types of sexual contact. Consent can be withdrawn at any time, including in the middle of a sexual encounter.

Individuals who are significantly impaired by drugs or alcohol; asleep; unconscious; mentally impaired by disease or illness; under 18 years old, or threatened cannot give consent to sex (no matter how they behave).
The FSU’s Victim Advocate Program offers a wide range of free assistance to victims of sexually violence (and other crimes). Their services include 24 hour crisis counseling; emotional support; temporary safe lodging; and assistance during medical and legal proceedings (including obtaining orders of protection) and on-campus complaint processes. Victim Advocate services are confidential and a police report does not have to be filed to receive support.
When a sexual battery occurs on or near campus:

- The FSU Police Department conducts the criminal investigation

When a sexual battery occurs off campus:

- Local law enforcement agencies conduct the criminal investigation

Survivors of sexual battery are strongly encouraged to *simultaneously* make a complaint to the University regarding the same incident as a violation of University Policy. This allows the University to respond while the criminal investigation is ongoing. Furthermore, even if a survivor chooses not to report to the police, he or she may still make a complaint to the University for an internal University investigation.

For information on individuals currently on the sexual predator and sexual offender registry in Florida, visit the Florida Department of Law Enforcement website or call the toll-free phone number.
Now we’ll discuss reporting requirements, Non-Retaliation, and possible disciplinary actions for policy violations.
All employees are encouraged to report anything they witnesses that might be sexual misconduct to the Office of Equal Opportunity and Compliance or the Dean of Students Department.

In some circumstances, unless you are designated as a “Confidential Source,” reporting is mandatory (even if the victim asks you to keep the information confidential). All employees who are not designated “confidential sources” must report any incidents of sexual misconduct when the victim is a student. Also supervisors must report incidents of sexual misconduct involving a person under their supervision. This mandatory reporting obligation applies no matter how you became aware of the possible misconduct (whether by observing it yourself, being told by the victim, or hearing a third party report). These reports should be made to the EOC or to the Dean of Student’s Department within two days. All instances of sexual battery disclosed to employees must also be reported to the Police, this will be discussed further in a moment.

At FSU, “Confidential Sources” include employees who work at the FSU Victim Advocate Program, mental health counselors (such as University Counseling Center and Employee Assistance Program staff members), medical staff at University health and wellness centers, and pastoral counselors (clergy).

Information about reporting obligations can be found in the “Employee
Reporting Obligation” section of the Training Guide.
To clarify:

For incidents of Sexual Violence, meaning Sexual Battery/Rape/or Sexual Assault.

- If you learn that **anyone**, whether a student, subordinate, co-worker, friend, campus visitor, etc., has experienced sexual violence **ON OR NEAR** campus: You must report the incident to FSUPD. Do not provide the name of the victim unless you are given permission by the victim.

- If the sexual violence victim is a **Student or your Subordinate**, you must also report the incident to the EOC or the DOS regardless of where the crime occurred.

For non-violent forms of sexual misconduct, such as sexual harassment, your reporting obligations are as follows:

- If you learn that a student or subordinate has experienced non-violent sexual misconduct you: Must report the incident to the EOC or DOS.

- If you learn that anyone else (such as a co-worker or friend) has experienced non-violent sexual misconduct you are: are **encouraged**, but not required, to report the incident to EOC or DOS.
Please know that the term Supervisor includes: Residence Hall Coordinators, Graduate Assistants, Teaching Assistants, Lab Technicians, athletic coaches, academic advisors, deans, faculty advisors, and others.

If you are not sure whether you are a supervisor in a given situation please contact the EOC for a consultation.
In cases of Sexual Battery employees have an additional reporting obligation.

If someone tells you that they have been raped on or off campus offer support. Encourage them to report the crime to the police and refer them to support services such as the Victim Advocate Program and University Health services.

Even if the victim does not want to report the crime to anyone, you must call the FSU Police Department to report the incident itself. Tell the police that you have been told that a sexual assault has occurred on or near campus. You may not identify the victim to the police unless they agree to have their name disclosed!

This notification is for statistical purposes to comply with a federal law known as the Clery Act, which requires universities to maintain accurate statistics of crimes that occur on campus. Reporting is also vital from a safety perspective to assist the police. Your report should be made within 24 hours of learning about the incident.

Remember that this reporting requirement includes reports of sexual assault made to you “in confidence,” because you are not required to reveal any personally identifying information about the victim when you report the incident to the police.

However, if the person who told you they have been raped was a student or someone under your supervision (and you are not a confidential source) you still have an
obligation to report the incident internally, to the EOC, DOS, or a Title IX Coordinator.

Again, the “Employee Reporting Obligations” section of the Training Guide.
You have a right to make a sexual misconduct complaint at FSU. The University’s policy prohibits retaliation against individuals who make sexual misconduct complaints or engage in other types of protected activity, such as reporting instances of sexual misconduct (or helping someone else report an incident), participating in investigations, or otherwise opposing sex discrimination and sexual misconduct.
Under the Sexual Harassment Policy, disciplinary action may be applied:
To anyone who
• Engages in sexual misconduct.
• knowingly files a false claim.
• retaliates against someone for filing a complaint or taking other protected activity. or
• Fails to comply with the mandatory reporting requirements previously discussed.
The level of disciplinary action is based on the severity of the conduct. Any employee found to have committed sexual misconduct is subject to disciplinary action, up to and including termination from employment. Students who commit sexual misconduct may be expelled. Visitors and others may be banned from campus through a no trespass order.
Now we’ll discuss how to make a sexual misconduct complaint at FSU.
You can make a sexual misconduct complaint to: the Dean of Students Department (for complaints against a student), the Office of Equal Opportunity & Compliance (for complaints against anyone who is not a student), and to the FSU Police department (if it involves criminal behavior such as sexual battery, rape, stalking, domestic violence, or dating violence).
You can also bring your complaint directly to your immediate or higher level supervisors, FSU Human Resources, FSU’s anonymous reporting hotline, EthicsPoint; and the university’s Title IX Coordinators. Contact information for these complaint resources is provided in the Sexual Misconduct Resources section of the Training guide.
You can make a complaint in person or by phone, in writing by completing the EOC’s Complaint form, or anonymously by submitting a complaint to the university’s EthicsPoint hotline.
The University offers formal and informal complaint resolution options. The University performs prompt, thorough, and impartial investigations of complaints.

Whenever requested and appropriate, the University will assist victims by taking reasonable interim actions designed to assist and protect them while complaint is reviewed. Interim measures can include things such as no contact orders between the complainant and the person accused of sexual misconduct, making changes in class schedules, work schedules, or university housing arrangements and transportation arrangements.

The University also offers free support services for victims and accused individuals including: health services, mental health counseling, and victim advocate services. Contact information for on campus and off campus support services appear in the “Sexual Misconduct Resources” section of the training Guide.
Sexual misconduct complaints are handled privately and discretely. This means that information about a complaint is kept on a need to know basis and only shared with individuals necessary to investigate and resolve the situation appropriately. The University will protect your privacy to the fullest extent possible under the law.

Under Florida’s Sunshine law, records of sexual harassment investigations remain limited access records with respect to public records requests.
If you need someone to talk to about sexual misconduct who is not obligated to report the incident to the University’s administration you can contact the following confidential sources:

- FSU Victim Advocates,
- Mental health counselors in the Employee Assistance Program (EAP) or the FSU University Counseling Center (UCC),
- Medical staff at Wellness Center, or
- Clergy members.

Off campus you can contact rape crisis centers, licensed counselors, and clergy members. Contact information for these confidential resources on and off campus is provided in the “Sexual Misconduct Resources” section of the Training Guide.

If you are unsure of someone’s ability to keep information completely confidential, ask them before you go into details about your concerns.
Fortunately most of us will never be either a victim or a perpetrator of sexual misconduct, however, many of us may be bystanders to the events that lead to victimization. Everyone has a role to play in shifting the campus culture and making FSU a safer place. As employees of an educational institution we have special duties towards furthering the safety of our students. If you see a situation where a member of the campus community seems at risk for sexual victimization, say something. Don’t assume that things are ok, or that someone will step in for you.

Take a moment to review the Bystander Intervention and Prevention section of the Training Guide to become familiar with the three D’s of Bystander intervention: Distract, Direct, Delegate.
Comprehension Check

Which two offices on campus are responsible for internal investigations of sexual misconduct and discrimination complaints?

a. President & General Counsel  
b. Undergraduate Students & Provost  
c. Dean of Students & Equal Opportunity and Compliance  
d. Undergraduate Studies & Equal Opportunity and Compliance

Let's try two another comprehension check:

Which two offices on campus are responsible for internal investigations of sexual misconduct and discrimination complaints?

a. President & General Counsel  
b. Undergraduate Studies & Provost  
c. Dean of Students & Equal Opportunity & Compliance  
d. Undergraduate Studies & Equal Opportunity & Compliance
Comprehension Check

Which two offices on campus are responsible for internal investigations of sexual misconduct and discrimination complaints?

c. Dean of Students & Equal Opportunity and Compliance

The correct answer is C, the Dean of Students and Equal opportunity and Compliance
Let’s recap some key takeaways.

• As an FSU employee you need to know your responsibilities and protections under university policy and behave accordingly.

• Treat your co-workers and students with respect at all times. If a co-worker tells you they are offended by something you’ve done, apologize and stop the behavior.

• Develop a professional filter on your words and behavior. The modern workplace is not the place for sexual gossip, horseplay, or commentary. If you are a supervisor be proactive, not reactive about monitoring the work environment in your unit and addressing inappropriate sexual conduct before it rises to the level of sexual harassment.

• Monitor your own behavior. Don’t assume that others will tell you directly if you have offended them. Pay attention to social cues from others indicating whether they are uncomfortable with your conduct. If you have to ask yourself whether something is inappropriate for the workplace, it probably is. Don’t rely on others to police your behavior for you.

• Contact the Office of Equal Opportunity and Compliance (or other appropriate authority) for assistance, guidance, or to report concerns.
If I’m not 100% sure if something reported to me would be considered sexual misconduct or discrimination under FSU’s Policies, what should I do?

a. Ignore it because I don’t want to bother anyone.
b. Contact the EOC, the primary course instructor, or my advisor, department chair, or dean for assistance.
c. Fix the situation myself by confronting the person accused of discrimination/misconduct and yelling at them.
d. Tell a friend who also knows the person.
The correct answer is b. Contact the EOC, the primary course instructor, or my advisor, department chair, or dean for assistance.
FSU wants you to feel safe and respected at work and around campus. Becoming knowledgeable about the university’s policies, procedures, and resources helps to prevent sexual misconduct and discrimination and makes you a more empowered member of the campus community.

As a further precautionary step please keep the Sexual Misconduct training guide readily assessable. Although this training module highlights several key components of the training guide, the entire training guide has even additional detailed information, which is valuable to you becoming more aware of sexual misconduct. Thank you for your time and attention during this important training.