

## Roos do not tolerate sexual misconduct.

In support of those in our campus community that have experienced sexual misconduct in any form, UMKC has developed this guide to assist in responding to disclosures of sexual misconduct in a caring, effective, and uniform manner.

Sexual misconduct is a broad term that encompasses any sexual activity that occurs without consent and may include, but is not limited to, the following: unwanted sexual advances, nonconsensual sexual intercourse/contact, dating/domestic/intimate partner violence, stalking on the basis of sex, or acts of sexual exploitation such as invasion of sexual privacy, recording of sexual activity or transmission of intimate photos without permission, or use of drugs or alcohol with the intent to engage in nonconsensual sexual contact.

### Guiding Assumptions

- Individuals identifying as any gender may be victims or alleged offenders.
- The distress experienced by the victim will be minimized by your ability to remain calm and exhibit empathy.
- Timely referrals to appropriate services are vital in responding to disclosures of sexual misconduct.
- Victims need autonomy to make their own choices as their power to choose was taken away in regard to the acts of the alleged offender. Thus, you should not make any decisions for nor pressure the individual.
- You may be a “first responder” if the victim has not yet shared their experience with anyone. Your role is to listen without judgment and to provide information on options and assist with accessing services. You should not try to counsel the victim on your own, as there are Roos trained to respond in this manner.

### Consent

- Must be knowing, voluntary, and conscious
- Verbal or non-verbal acts may communicate consent, or lack of consent
- Must be obtained at the time of the specific activity
- Consent to engage in one activity or with one partner does not imply consent to other activities or partners
- May be withdrawn at any time
- Existence of a dating/domestic/intimate partner relationship should not indicate assumed consent
- Incapacitation prevents individuals from giving conscious consent; impairment leading to incapacitation may result from drug/alcohol use, disability, sleep, unconsciousness, or illness

### Confidentiality

- Confidentiality is an essential component to recovery after experiencing sexual misconduct.
- If you are an employee of UMKC but not designated as confidential, you are a mandated reporter and must share all details you possess with the Title IX Coordinator, including the name of the victim.
- Confidential offices include Counseling Services, Student Health and Wellness, Violence Prevention & Response, Faculty Ombuds, and Staff Ombuds.
- Limits to confidentiality **must** be explained at the time of the disclosure. Never guarantee confidentiality when responding to disclosures of sexual misconduct.

### Steps to Respond

**Step 1:** Move to a private, calming, safe location. Should you need assistance ensuring safety, call UMKC Police at 816-235-1515 or dial 9-1-1.

**Step 2:** Assess the immediate needs and physical well-being of the victim. For emergency medical intervention, dial 9-1-1. For urgent mental health concerns, call Counseling Services at 816-235-1635. See the Roos Resource Guide for non-emergency/non-urgent referrals.

**Step 3:** Discuss confidentiality. Explain to the victim that you must contact the Title IX Coordinator as a mandatory reporter and are required to disclose the victim’s name and any relevant information. Offer to provide referrals to confidential offices at UMKC per the Roos Resource Guide.

**Step 4:** If the victim wishes to discuss the situation further, move to Step 5. If not, express your appreciation and provide the Roos Resource Guide.

**Step 5:** Listen to the victim in a caring, nonjudgmental manner. Give them the opportunity to speak in their own way and time. Do not pressure them to share more than is comfortable, and do not ask questions seeking details of the situation.

**Step 6:** Inform the victim of resources and the option to speak with the Title IX Coordinator, even if the situation occurred off-campus or when the alleged offender is unaffiliated with UMKC. Though the Title IX Coordinator is responsible for the investigation of formal complaints of sexual misconduct, they can also facilitate academic, work, and safety accommodations independent of any formal complaint.