**Do you want to talk to someone about an incident (recent or former) of sexual assault, sexual harassment, intimate partner violence, or stalking?**

**FOR EMERGENCIES**

Emergencies

MIT Police 617-253-1212 (on campus)

911 (off campus)

Medical Attention

MIT Medical (confidential resource) 617-253-4481

**FOR CONFIDENTIAL SUPPORT**

MIT RESOURCES

* Violence Prevention & Response (VPR) 617-253-2300

VPR can provide support and answer questions about resources and reporting options.

* Student Mental Health & Counseling 617-253-2916
* Chaplains 617-253-7707
* Ombuds Office 617-253-5921
* MyLife Services 844-405-5433

OFF CAMPUS RESOURCES

* Boston Area Rape Crisis Center 1-800-841-8371
* RAINN (hotline) 1-800-656-HOPE
* Transition House 617-661-7203

**REPORTING AN INCIDENT**

IDHR - Reporting MIT Policy Violations

Learn more about:

* Supportive Measures
* Informal/Formal Resolution Pathways
* Confidential Resources On or Off Campus

MIT POLICE - Reporting State Law Violations

Learn more about:

* Pressing Criminal Charges
* Obtaining Protection Orders through Court
* Connecting with Local (Non-MIT) Police

Both can be pursued simultaneously.

Report your experience anonymously or non-anonymously at idhr.mit.edu.

**WHAT IF I WOULD RATHER TALK TO ONE OF THE FOLKS BELOW?**

EXAMPLES FOR STUDENTS

* Coaches
* Residential Life Staff (including GRAs)
* Academic Advisors
* Faculty
* Teaching Assistants
* Student Support Services (S3 )
* Office of Graduate Education
* Deputy Title IX Coordinators

EXAMPLES FOR EMPLOYEES

* Managers & Supervisors (even if it's not your Manager/ Supervisor)
* Human Resource professionals (both central and DLC-specific)

If you speak with the staff mentioned above (otherwise known as Responsible Employees), they have a responsibility to inform IDHR of the incident. IDHR Staff will then reach out to you via email to ask if you would like to meet and learn more about resources and reporting options available to you. You do not have to agree to meet with IDHR staff.

HOW CAN IDHR HELP ME?

The Institute Discrimination & Harassment Response Office (IDHR) can help faculty, staff, students, and postdocs who are experiencing any form of discrimination or discriminatory harassment on the basis of:

* race
* color
* sex
* sexual orientation
* gender identity
* pregnancy
* religion
* disability
* age
* genetic information
* veteran status
* national or ethnic origin

Please note that discrimination or discriminatory harassment on the basis of sex includes sexual misconduct, intimate partner violence, and stalking. Many of the resources listed on the left can also support you if you've experienced discrimination other than sexual misconduct.

**Frequently Asked Questions**

**What happens when I report an incident to IDHR? What is “serious enough” to report?**

When you reach out or report to IDHR non-anonymously, “reporting” simply means letting the IDHR Office know something has occurred. An IDHR staff member will contact you to schedule a time to meet or talk. IDHR can provide information on supportive measures, resources on or off campus, discuss the alternative dispute resolution process, and explain how to file a formal complaint.

Please note that reaching out or reporting to IDHR does not automatically trigger a formal investigation process.

If it’s serious to you, it’s serious to us. The earlier we’re notified, the more we can do to address the situation.

**I don’t want to file a formal complaint, so why would I go to IDHR?**

Our office does much more than just conduct formal complaint investigations. We have a variety of other ways to address concerns about discrimination at MIT including:

1. Alternative Dispute Resolution: We can address concerns through the alternative dispute resolution process which can include mediation or a facilitated dialogue. The goal of these processes is to resolve a situation by finding a resolution that everyone agrees to.
2. Supportive Measures: We can assist in securing workplace, housing, or academic modifications, obtaining no-contact orders, talking to someone about their behavior and its effect on you, and more.
3. Education and Training: IDHR staff can train your group on topics including: responsible employees, relevant laws and MIT policies, reporting options, and bystander intervention.

**I didn’t experience sexual assault, but someone has been making bigoted comments in my community. Where do I go to address this behavior?**

In addition to offering resources and reporting options to those affected by sexual misconduct or sexual harassment, we do the same for all other forms of discriminatory behavior like hurtful comments about a person’s race, sexual orientation, age, or national origin.

**If a staff or faculty member made the bigoted comment, what options are available to me to address it?**

IDHR serves as the central office to address discrimination and discriminatory harassment involving faculty, staff, postdocs, and students. This means you can talk to our office about the following options and more:

1. Education and Training: IDHR Staff can train your group on topics including: responsible employees, relevant laws and MIT policies, reporting options, and bystander intervention.
2. Supportive Measures: We can assist in securing workplace, housing, or academic modifications, obtaining no-contact orders, talking to someone about their behavior and its effect on you, and more.
3. Alternative Dispute Resolution: We can address concerns through the alternative dispute resolution process which can include mediation or a facilitated dialogue. The goal of these processes is to resolve a situation by finding a resolution that everyone agrees to.
4. Formal Investigation Processes: We can conduct a thorough investigation to assess if an MIT policy was violated in order to establish sanctions or consequences.

**Can I anonymously report an incident to MIT?**

Yes, there are multiple ways to report anonymously to MIT. Some of these options also allow for non-anonymous reporting.

1. IDHR REPORT AN INCIDENT FORM: idhr.mit.edu To report incidents of discrimination or discriminatory harassment.
2. ETHICS POINT: hotline.mit.edu Anonymous reporting hotline for whistleblower or other complaints about wrongdoing and violations of Institute policy hosted and maintained by a third-party vendor
3. MIT POLICE ANONYMOUS SEXUAL ASSAULT REPORTING FORM: police.mit.edu

If you report anonymously, our ability to follow up may be limited.

**What are confidential resources and why might I use them before using IDHR?**

Confidential resources (listed on the left) do not have an obligation to inform IDHR of any information shared. You may choose to start with a confidential resource to process your experience and better identify how MIT can support you moving forward. All of the confidential resources on campus are knowledgeable about the reporting options at MIT and what IDHR can do for you. IDHR can address concerns at MIT in a variety of ways, including offering education and training to your group, providing information about the different resolution pathways at MIT, and assisting with supportive measures such as workplace and academic modifications, no-contact orders or alternative dispute resolution options.