## Guide for reporting inappropriate behavior or behavior of concern

In conjunction with developing a departmental Code of Conduct, the Department offers this guidance on options for seeking help with conduct concerns. There are four sections: options for *graduate students and post-doctoral fellows*, for *staff*, for *faculty*, and for *reporting for someone else*.

The order in which items are presented in this document is not intended to indicate a preference or priority scheme.

For general questions about "Is this something I should report?" and/or "Where is the best place to go?" -- Ombuds services are generally the best first options. These exist within the department, with Graduate School, and at the University level with the faculty ombuds. These ombuds services are confidential, except in instances of mandatory reporting obligations.

Mandatory reporting is noted multiple times in the "Things to be aware of" column. Mandatory reporting refers to the *obligation* to report <u>violations of Title IX</u> (sexual assault, stalking, sexual harassment, relationship violence, sexual violence, and sexual exploitation when it occurs on campus or in connection with a domestic University program) or <u>violations of the University's Anti-harassment policy</u>. Further information about mandatory reporting is in the footnote of this document.

<u>Sources for information in this guide</u>: indicated websites and correspondence/conversations with people working these various entities. Should you wish further information about any particular entity, please reach out to them via the contact information available on their website or provided here.

If you are a	Entity to report to	Typical time to respond to	Next step after report	Subsequent steps in process	Matters related to protection for	Things to be aware of
		initial report			person reporting	
Graduate	Graduate school ombuds	Aim is to	Depends on nature of	Ombuds may refer	Can be a	Mandatory reporting
student	https://www.purdue.edu/gradschool/studen	respond within	the report	you to other	confidential	obligations <sup>1</sup>
or post-	t/oga/ombuds.html	24-48 business		resources.	consultation,	
doctoral		hours (on	"Detrimental or		except in	Certain reports may
fellow	Can help with any issue related to graduate	occasion, more	Questionable		instances of	be referred and
	education and research training. Examples	time may pass	Graduate Mentoring		mandatory	handled by other
	include relationships with major professors,	before a	Practices" will be		reporting	entities.
	questionable mentoring practices,	response)	followed up on by		obligations	
	conditions associated with graduate staff		appropriate member			The Graduate School
	appointments, academic difficulties, and		of Graduate School			Ombuds does not file
	concerns about research conduct.					formal complaints or
			Alleged research			keep formal records
	NOTE: The Grad School advises that if a		misconduct will be			of visits.
	student wants to be anonymous, then the		reported to the			
	<u>Purdue Hotline Report</u> (see below) would be		Research Integrity			
	the best option.		Office or the Office of			
			the Executive Vice			
			President for Research			
			and Partnerships.			



Departmental ombuds  • faculty members Chris Sahley (sahley@purdue.edu) and Henry Chang (hcchang@purdue.edu)  • graduate student Becca Trapp (rtrapp@purdue.edu)  • post-doc Kara Fu (fu65@purdue.edu)	Depends on mode of contact and person's schedule	Depends on if consultation or request for referral/report	Ombuds may refer you to other resources	Confidential, except in instances of mandatory reporting obligations	mandatory reporting obligations <sup>1</sup>
Faculty ombuds https://www.purdue.edu/provost/faculty/re sources/meetOmbudsperson.html  Although primarily for faculty, the Faculty Ombudsperson has been approached by graduate students and staff members (although not often), and can be a potential "go-to" for anyone at the University.	Typically within 24 hours	Depends on if consultation or request for referral/report	Ombuds may refer you to other resources	Confidential, except in instances of mandatory reporting obligations	mandatory reporting obligations <sup>1</sup>
Purdue Hotline report www.purdue.edu/hotline/  This hotline exists for reporting concerns anonymously about unethical or illegal behavior, in more than 40 categories (e.g., inappropriate communication, sexual harassment, research/academic misconduct).  This is the University's option for online + anonymous reporting. Reporting by phone is also possible.  The Hotline is overseen by the Internal Audit Office, which operates largely by referring the report to the appropriate office on campus to handle the report.	Referral to appropriate area is made as soon as possible during business hours.  After a report is referred, the timing is dependent on that area receiving the referral.	Depending on the nature of the situation, these areas	HR, Grad School, or other office contacted would contact appropriate parties for information gathering	Can report anonymously  You will receive a confirmation number. This number will allow you to check the status of your report, and also allows Purdue administrators the opportunity to ask you questions or request additional information from you, if necessary.	Actionable next steps depend on nature of the report  Resolutions may be confidential (i.e., not reported or revealed to the person who did the initial report).  With an anonymous report, the ability of the area doing follow-up may be limited, depending on the extent of information provided or withheld.



Office of Institutional Equity (OIE), including Title IX - www.purdue.edu/oie/index.php  OIE handles a range of complaints and reports, including:  • harassment  • discrimination  • Title IX violation allegations  Title IX includes sexual assault, stalking, sexual harassment, relationship violence, sexual violence, and sexual exploitation when it occurs on campus or in connection with a domestic University program.  More information on Title IX, including requests for anonymity, is here:  https://www.purdue.edu/ethics/resources/titleIX-complaints.php  OIE handles incident reports and also formal complaints, and has formal and informal resolution processes.	Aim is to respond within 24-48 business hours, but on occasion more time may pass.  Once a formal complaint is received, a University Investigator will be appointed within ten calendar days	Actionable next steps depend on nature of the report, including whether it is an incident report, or a formal complaint (which initiates a formal investigation).  Complaint Resolution process is outlined at: https://www.purdue.edu/oie/Office%20of%2Olnstitutional%20Equity/investigations.php		Can report anonymously  Be advised that complaint will be shared with the person being reported (which may impact the details the person reporting chooses to put in an anonymous report).  The University will honor the Complainant's request for anonymity to the extent possible based on a careful balancing of the request with any legal reporting requirements, the risk of harm to any individual, and the University's duty to maintain a safe and non-discriminatory environment.	mandatory reporting obligations <sup>1</sup> Be aware of the differences between a report incident and a formal complaint. A formal complaint initiates an investigation.
Center for Advocacy, Response, and	Most requests	Variety of services and	•	Confidential -	CARE is a Campus
Education (CARE) – for "confidential support	are handled in	resources offered –	depend on nature of	recommended as	Security Authority
and advocacy for survivors of sexual	24-48 hours.	"CARE provides	the report	a good first place	(CSA), and in this
violence, dating violence, and stalking."	Dhara	confidential support	Cara hada !!!	to go for matters	capacity provides
	Phone number	and advocacy for	Can help with	related to power-	information to
	for crisis after-	survivors of sexual	protective orders.		campus security, but



Because CARE is confidential, CARE is recommended as a good first place to go for matters related to power-based personal violence, and as able to advise on rights, options, resources.  Click on "confidential resources" at <a href="https://www.purdue.edu/harassment/harassment/campus.php">https://www.purdue.edu/harassment/harassment/campus.php</a> 765-495-CARE (2273) <a href="https://www.purdue.edu/odos/care/">https://www.purdue.edu/odos/care/</a>	hours report (staff are on call) "Report an incident" online form goes to OIE (see above)	violence, dating violence, and stalking. CARE staff provide resources and direct services that are non- judgmental, survivor- focused and empowering."		based personal violence  Online reporting form (available at https://www.purdue.edu/odos/care/) can be completed anonymously, by withholding your name.  You can check "Email me a copy	does not give identifying information (i.e, reporter can be anonymous).  Not obligated to do mandatory reporting; confidentiality is waived only in cases when someone is in imminent danger.
Counseling and Psychological Services (CAPS)  Not so much a place to report, but a place to seek support  601 Stadium Mall Drive (in PUSH) PUSH, Room 224 and PSYC, Room 1120 Monday-Friday, 8 a.m5 p.m. 765-494-6995	Appt availability will vary	Not applicable	Not applicable	of this report" for your records.  Confidential	Not applicable

If you are a	Entity to report to	Typical time to respond to initial report	Next step after report	Subsequent steps in process	Matters related to protection for person reporting	Things to be aware of
Staff member	<ul> <li>Departmental ombuds:</li> <li>faculty members Chris Sahley         (sahley@purdue.edu) and Henry Chang         (hcchang@purdue.edu)</li> <li>graduate student Becca Trapp         (rtrapp@purdue.edu)</li> <li>post-doc Kara Fu (fu65@purdue.edu)</li> </ul>	Depends on mode of contact and person's schedule	Depends on if consultation or request for referral/report	Ombuds may refer you to other resources	Confidential, except in instances of mandatory reporting obligations	mandatory reporting obligations <sup>1</sup>
	HR Business Partner, Laurie Smit (brose0@purdue.edu)  Dedicated human resources representative for employees in the College of Science available for confidential consultation. Can be contacted directly for advice, counsel and/or referral to appropriate resources.	Typically within 24-48 hours	Confidential conversation between employee and HRBP.  Next steps are dependent on the circumstances.	Actionable next steps depend on nature of the report	Report can be confidential, except for Title IX mandatory reporting obligations and/or personal health and safety of employee or others	mandatory reporting obligations <sup>1</sup> Resolutions may be confidential, and not reported to the person who did the initial report.
	Faculty ombuds https://www.purdue.edu/provost/faculty/re sources/meetOmbudsperson.html  Although primarily for faculty, the Faculty Ombudsperson has been approached by graduate students and staff members (although not often), and can be a potential "go-to" for anyone at the University.	Typically within 24 hours	Depends on if consultation or request for referral/report	Ombuds may refer you to other resources	Confidential, except in instances of mandatory reporting obligations	mandatory reporting obligations <sup>1</sup>
	Supervisor	Depends on mode of contact and person's schedule	Depends on if consultation or request for referral/report  Human Resources (HR) likely would be contacted for follow- up on the reported concern	HR contacts appropriate parties for information gathering HR may contact Department Head		mandatory reporting obligations <sup>1</sup>



Purdue Hotline report	Referral to	Response is typically a	HR, Grad School, or	Can report	Actionable next steps
www.purdue.edu/hotline/	appropriate	referral to another	other office contacted	anonymously	depend on nature of
	area is made as	area on campus.	would contact	, ,	the report
This hotline exists for reporting concerns	soon as possible	·	appropriate parties	You will receive a	•
anonymously about unethical or illegal	during business	Depending on the	for information	confirmation	Resolutions may be
behavior, in more than 40 categories (e.g.,	hours.	nature of the	gathering	number. This	confidential, and not
inappropriate communication, sexual		situation, these areas		number will allow	reported to the
harassment, research/academic	After a report is	could be:		you to check the	person who did the
misconduct).	referred, the	<ul> <li>Human Resources</li> </ul>		status of your	initial report.
	timing is	(HR)		report and allows	
This is the University's option for <i>online</i> +	dependent on	• The Graduate		Purdue	Ability of the area
<i>anonymous</i> reporting. Reporting by phone	that area	School		administrators the	doing follow-up
is also possible.	receiving the	<ul> <li>Office of the Dean</li> </ul>		opportunity to ask	respond to and act
	referral.	of Students		you questions or	on an anonymous
The Hotline is overseen by the Internal Audit		<ul> <li>Research Integrity</li> </ul>		request additional	report may be
Office, and operates largely by referring the		Office (e.g., for		information from	limited.
report to the appropriate office on campus		research		you, if necessary.	
to handle the report.		misconduct			
		allegations)			
Office of Institutional Equity (OIE), including	Aim is to	Actionable next steps	Actionable next steps	Can report	mandatory reporting
Title IX - www.purdue.edu/oie/index.php	respond within	depend on nature of	depend on nature of	anonymously	obligations <sup>1</sup>
	24-48 business	the report, including	the report, including		
OIE handles a range of complaints and	hours, but on	whether it is an	whether it is an	Be advised that	Be aware of the
reports, including:	occasion more	incident report, or a	incident report, or a	complaint will be	differences between
• harassment	time may pass.	formal complaint	formal complaint	shared with the	a report incident and
discrimination		(which initiates a	(which initiates a	person being	a formal complaint.
Title IX violation allegations	Once a formal	formal investigation).	formal investigation).	reported (which	A formal complaint
	complaint is			may impact the	initiates an
Title IX includes sexual assault, stalking,	received, a	Complaint Resolution		details the person	investigation.
sexual harassment, relationship violence,	University	process is outlined at:		reporting chooses	
sexual violence, and sexual exploitation	Investigator will	https://www.purdue.e		to put in an	
when it occurs on campus or in connection with a domestic University program.	be appointed within ten	du/oie/Office%20of%2 Olnstitutional%20Equit		anonymous report).	
More information on Title IX, including	calendar days	y/investigations.php		report).	
requests for anonymity, is here:	calcilual days	y/ investigations.pnp			
https://www.purdue.edu/ethics/resources/t					
itleIX-complaints.php					
ticix complaints.prip					



Center for Advocacy, Response, and Education (CARE) – for "confidential support and advocacy for survivors of sexual violence, dating violence, and stalking."  Because CARE is confidential, CARE is recommended as a good first place to go for matters related to power-based personal	Most requests are handled in 24-48 hours.  Phone number for crisis afterhours report (staff are on	Variety of services and resources offered – "CARE provides confidential support and advocacy for survivors of sexual violence, dating violence, and stalking	Actionable next steps depend on nature of the report  Can help with protective orders.	The University will honor the Complainant's request for anonymity to the extent possible based on a careful balancing of the request with any legal reporting requirements, the risk of harm to any individual, and the University's duty to maintain a safe and non-discriminatory environment.  Confidential - recommended as a good first place to go for matters related to power-based personal violence	CARE is a Campus Security Authority (CSA), and in this capacity provides information to campus security, but does not give identifying
matters related to power-based personal violence, and as able to advise on rights, options, resources.	(staff are on call)  "Report an	violence, and stalking. CARE staff provide resources and direct services that are non-		Online reporting form (available at https://www.purd	identifying information (i.e, reporter can be anonymous).
Click on "confidential resources" at <a href="https://www.purdue.edu/harassment/harassment/campus.php">https://www.purdue.edu/odos/care/</a> 765-495-CARE (2273) <a href="https://www.purdue.edu/odos/care/">https://www.purdue.edu/odos/care/</a>	incident" online form goes to OIE (see above)	judgmental, survivor- focused and empowering."		ue.edu/odos/care /) can be completed anonymously, by withholding your	Not obligated to do mandatory reporting; confidentiality is waived only in cases when someone is in
nttps://www.puraue.eau/odos/care/				name. You can check "Email me a copy	imminent danger.



		of this report" for	
		your records.	

If you are	Entity to report to	Typical time to respond to	Next step after report	Subsequent steps in process	Matters related to protection for	Things to be aware of
<b></b>		initial report		p. 00000	person reporting	<b>.</b>
Faculty	Departmental ombuds:	Depends on	Depends on if	Ombuds may refer		mandatory reporting
member	faculty members Chris Sahley	mode of	consultation or	you to other		obligations <sup>1</sup>
	(sahley@purdue.edu) and Henry Chang	contact and	request for referral or	resources		
	(hcchang@purdue.edu)	person's	report			
	graduate student Becca Trapp	schedule, but				
	( <u>rtrapp@purdue.edu</u> )	typically within				
	<ul> <li>post-doc Kara Fu (fu65@purdue.edu)</li> </ul>	24-48 hours				
	Faculty ombuds	Typically within	Depends on if	Ombuds may refer	Confidential,	mandatory reporting
	https://www.purdue.edu/provost/faculty/re	24 hours	consultation or	you to other	except in	obligations <sup>1</sup>
	sources/meetOmbudsperson.html		request for	resources	instances of	
			referral/report		mandatory	
	Listens to faculty concerns.				reporting	
	Analyzes these concerns and explores				obligations	
	with the faculty and administration					
	options for resolving the concerns. (Your					
	name will not be revealed unless you					
	give your permission.)					
	Provides information to faculty about					
	policies and services.					
	Facilitates dialogue between faculty and					
	University offices and administrators.					
	Applies common sense conflict					
	resolution and conciliation methods to					
	assist with the informal resolution of					
	faculty concerns prior to the filing of a					
	grievance.					
	Recommends changes in policy and/or					
	work procedures.					

HR Business Partner, Laurie Smit	Typically within	Confidential	Actionable next	Report can be	mandatory reporting
(brose0@purdue.edu)	24-48 hours	conversation between employee and HRBP.	steps depend on nature of the report	confidential, except for Title IX	obligations <sup>1</sup>
Dedicated human resources representative		employee and tikbi .	natare or the report	mandatory	Resolutions may be
for employees in the College of Science		Next steps are		reporting	confidential, and not
available for confidential consultation. Can		dependent on the		obligations and/or	reported to the
be contacted directly for advice, counsel		circumstances.		personal health	person who did the
and/or referral to appropriate resources.				and safety of	initial report.
				employee or	
Purdue Hotline report	Referral to	Response is typically a	HR, Grad School, or	others Can report	Actionable next steps
www.purdue.edu/hotline/	appropriate	referral to another	other office contacted	anonymously	depend on nature of
www.parade.edu/notime/	area is made as	area on campus.	would contact	anonymously	the report
This hotline exists for reporting concerns	soon as possible	=	appropriate parties	You will receive a	the report
anonymously about unethical or illegal	during business	Depending on the	for information	confirmation	Resolutions may be
behavior, in more than 40 categories (e.g.,	hours.	nature of the	gathering	number. This	confidential, and
inappropriate communication, sexual		situation, these areas		number will allow	never reported to
harassment, research/academic	After a report is	could be:		you to check the	the person who did
misconduct).	referred, the	<ul> <li>Human Resources</li> </ul>		status of your	the initial report.
	timing is	(HR)		report and allows	
This is the University's option for <i>online</i> +	dependent on	<ul> <li>The Graduate</li> </ul>		Purdue	Ability of the area
anonymous reporting. Reporting by phone	that area	School		administrators the	doing follow-up
is also possible.	receiving the referral.	Office of the Dean		opportunity to ask	respond to and act on an anonymous
The Hotline is overseen by the Internal Audit		of Students		you questions or request additional	report may be
Office, and operates largely by <i>referring the</i>		Research Integrity  Office (a.g., for		information from	limited.
report to the appropriate office on campus		Office (e.g., for research		you, if necessary.	illiliteu.
to handle the report.		misconduct		, c a,cccca. , .	
'		allegations)			
Office of Institutional Equity (OIE), including	Aim is to	Actionable next steps	Actionable next steps	Can report	mandatory reporting
Title IX - www.purdue.edu/oie/index.php	respond within	depend on nature of	depend on nature of	anonymously	obligations <sup>1</sup>
	24-48 business	the report, including	the report, including		
OIE handles a range of complaints and	hours, but on	whether it is an	whether it is an	Be advised that	Be aware of the
reports, including:	occasion more	incident report, or a	incident report, or a	complaint will be	differences between
harassment	time may pass.	formal complaint	formal complaint	shared with the	a report incident and
discrimination     Title IX violation allogations	Once a formal	(which initiates a formal investigation).	(which initiates a	person being reported (which	a formal complaint. A formal complaint
Title IX violation allegations	complaint is	ioimai mvestigation).	formal investigation).	may impact the	initiates an
	received, a			details the person	investigation.
	received, a			actails the person	mvestigation.



Title IX includes sexual assault, stalking, sexual harassment, relationship violence, sexual violence, and sexual exploitation when it occurs on campus or in connection with a domestic University program.  More information on Title IX, including requests for anonymity, is here: <a href="https://www.purdue.edu/ethics/resources/titleIX-complaints.php">https://www.purdue.edu/ethics/resources/titleIX-complaints.php</a> OIE handles incident reports and also formal complaints, and has formal and informal resolution processes.	University Investigator will be appointed within ten calendar days	Complaint Resolution process is outlined at: https://www.purdue.e du/oie/Office%20of%2 OInstitutional%20Equit y/investigations.php		reporting chooses to put in an anonymous report).  The University will honor the Complainant's request for anonymity to the extent possible based on a careful balancing of the request with any legal reporting requirements, the risk of harm to any individual, and the University's duty to maintain a safe and non-discriminatory environment.	
and advocacy for survivors of sexual violence, dating violence, and stalking."  Because CARE is confidential, CARE is recommended as a good first place to go for matters related to power-based personal violence, and as able to advise on rights, options, resources.  Click on "confidential resources" at https://www.purdue.edu/harassment/haras	Most requests are handled in 24-48 hours.  Phone number for crisis afterhours report (staff are on call)  "Report an incident" online form goes to OIE (see above)	Variety of services and resources offered – "CARE provides confidential support and advocacy for survivors of sexual violence, dating violence, and stalking. CARE staff provide resources and direct services that are non-judgmental, survivor-focused and empowering."	Actionable next steps depend on nature of the report  Can help with protective orders.	Confidential - recommended as a good first place to go for matters related to power- based personal violence  Online reporting form (available at https://www.purd ue.edu/odos/care /) can be completed anonymously, by	CARE is a Campus Security Authority (CSA), and in this capacity provides information to campus security, but does not give identifying information (i.e, reporter can be anonymous). Not obligated to do mandatory reporting; confidentiality is waived only in cases



https://www.purdue.edu/odos/care/		withholding your	when someone is in
		name.	imminent danger.

If you are	Entity to report to	Typical time to	Next step after report	Subsequent steps in	Matters related	Things to be aware
a		respond to		process	to protection for	of
		initial report			person reporting	
Reporting	Purdue Hotline report	Referral to	Response is typically a	HR, Grad School, or	Can report	Actionable next steps
for	www.purdue.edu/hotline/	appropriate	referral to another	other office contacted	anonymously	depend on nature of
someone		area is made as	area on campus.	would contact		the report
else	This hotline exists for reporting concerns	soon as possible		appropriate parties	You will receive a	
	anonymously about unethical or illegal	during business	Depending on the	for information	confirmation	Resolutions may be
	behavior, in more than 40 categories (e.g.,	hours.	nature of the	gathering	number. This	confidential, and not
	inappropriate communication, sexual		situation, these areas		number will allow	reported to the
	harassment, research/academic	After a report is	could be:		you to check the	person who did the
	misconduct).	referred, the	<ul> <li>Human Resources</li> </ul>		status of your	initial report.
		timing is	(HR)		report and allows	
	This is the University's option for online +	dependent on	<ul> <li>The Graduate</li> </ul>		Purdue	Ability of the area
	anonymous reporting. Reporting by phone	that area	School		administrators the	doing follow-up
	is also possible.	receiving the	<ul> <li>Office of the Dean</li> </ul>		opportunity to ask	respond to and act
		referral.	of Students		you questions or	on an anonymous
	The Hotline is overseen by the Internal Audit		<ul> <li>Research Integrity</li> </ul>		request additional	report may be
	Office, and operates largely by referring the		Office (e.g., for		information from	limited.
	report to the appropriate office on campus		research		you, if necessary.	
	to handle the report.		misconduct			
			allegations)			
	Faculty ombuds	Typically within	Depends on if	Ombuds may refer	Confidential,	mandatory reporting
	https://www.purdue.edu/provost/faculty/re	24 hours	consultation or	you to other resources	•	obligations <sup>1</sup>
	sources/meetOmbudsperson.html		request for		instances of	· ·
			referral/report		mandatory	
	Although primarily for faculty, the Faculty				reporting	
	Ombudsperson has been approached by				obligations	
	graduate students and staff members				Ü	
	(although not often), and can be a potential					
	"go-to" for anyone at the University.					
	,					



Office of Institutional Equity (OIE), including	Aim is to	Actionable next steps	Actionable next steps	Can report	mandatory reporting
Title IX - www.purdue.edu/oie/index.php	respond within	depend on nature of	depend on nature of	anonymously	obligations <sup>1</sup>
	24-48 business	the report, including	the report, including		_
OIE handles a range of complaints and	hours, but on	whether it is an	whether it is an	Be advised that	Be aware of the
reports, including:	occasion more	incident report, or a	incident report, or a	complaint will be	differences between
<ul> <li>harassment</li> </ul>	time may pass.	formal complaint	formal complaint	shared with the	a report incident and
<ul> <li>discrimination</li> </ul>		(which initiates a	(which initiates a	person being	a formal complaint.
Title IX violation allegations	Once a formal	formal investigation).	formal investigation).	reported (which	A formal complaint
	complaint is			may impact the	initiates an
Title IX includes sexual assault, stalking,	received, a	<b>Complaint Resolution</b>		details the person	investigation.
sexual harassment, relationship violence,	University	process is outlined at:		reporting chooses	
sexual violence, and sexual exploitation	Investigator will	https://www.purdue.e		to put in an	
when it occurs on campus or in connection	be appointed	du/oie/Office%20of%2		anonymous	
with a domestic University program.	within ten	OInstitutional%20Equit		report).	
More information on Title IX, including	calendar days	y/investigations.php			
requests for anonymity, is here:				The University will	
https://www.purdue.edu/ethics/resources/t				honor the	
<u>itleIX-complaints.php</u>				Complainant's	
				request for	
OIE handles incident reports and also formal				anonymity to the	
complaints, and has formal and informal				extent possible	
resolution processes.				based on a careful	
				balancing of the	
				request with any	
				legal reporting	
				requirements, the	
				risk of harm to any	
				individual, and the	
				University's duty to maintain a safe	
				and non-	
				discriminatory	
				environment for	
				all.	
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<sup>&</sup>lt;sup>1</sup> Mandatory reporters are a range of individuals employed by the University, including University leadership (President, vice president, provost, dean, department head, director), employees in supervisory or management roles, and other staff who have authority and responsibility to initiate corrective



measures on behalf of the University. Mandatory reporting refers to the <u>obligation</u> to report instances of discrimination and harassment that are violations of Title IX ( <a href="https://www.purdue.edu/titleix/">https://www.purdue.edu/titleix/</a>) or the University's Anti-harassment policy ( <a href="https://www.purdue.edu/policies/ethics/iiic1.html">https://www.purdue.edu/policies/ethics/iiic1.html</a>). Title IX includes sexual assault, stalking, sexual harassment, relationship violence, sexual violence, and sexual exploitation when it occurs on campus or in connection with a domestic University program.

More information about mandatory reporting is here: <a href="https://www.purdue.edu/titleix/Title%20IX/mandatory">https://www.purdue.edu/titleix/Title%20IX/mandatory</a> reporters.php

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