Carnegie Mellon University

Understanding Carnegie Mellon Community Values and Expectations

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New PhD Student Orientation
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CMU’s Vision

Carnegie Mellon University will have a transformative impact on society through continual innovation in education, research, creativity, and entrepreneurship.
Carnegie Mellon Code
Carnegie Mellon Code

Students at Carnegie Mellon, because they are members of an academic community dedicated to the achievement of excellence, are expected to meet the highest standards of personal, ethical and moral conduct possible. These standards require personal integrity, a commitment to honesty without compromise, as well as truth without equivocation and a willingness to place the good of the community above the good of the self. Obligations once undertaken must be met, commitments kept.

As members of the Carnegie Mellon community, individuals are expected to uphold the standards of the community in addition to holding others accountable for said standards. It is rare that the life of a student in an academic community can be so private that it will not affect the community as a whole or that the above standards do not apply.

The discovery, advancement and communication of knowledge are not possible without a commitment to these standards. Creativity cannot exist without acknowledgment of the creativity of others. New knowledge cannot be developed without credit for prior knowledge. Without the ability to trust that these principles will be observed, an academic community cannot exist. The commitment of its faculty, staff and students to these standards contributes to the high respect in which the Carnegie Mellon degree is held. Students must not destroy that respect by their failure to meet these standards. Students who cannot meet them should voluntarily withdraw from the University.
Office of Community Standards and Integrity

EXPECTATIONS RELATED TO ACADEMIC INTEGRITY
Policy on Academic Integrity

In any manner of presentation, it is the responsibility of each student to produce their own original academic work.

- Students must clarify any expectations that they do not understand.
- Collaboration or assistance prohibited unless authorized by instructor.
- All sources must be cited within submitted work.
- When permitted, collaboration or assistance must also be acknowledged.

Carnegie Mellon University
Reports

How many academic integrity cases were reported across the campus in the 2015-2016 academic year?

A. 0-75
B. 76-125
C. 126-150
D. 170+
Students

What percentage of these cases involve graduate students?

A. 0-25%
B. 26-50%
C. 51-75%
D. 76-100%
Defining Possible Violations

• Cheating
  • Availing oneself of an unfair or disallowed advantage

• Plagiarism
  • Using work or concepts contributed by other individuals without proper attribution or citation

• Unauthorized assistance
  • Using sources of support that have not been specifically authorized in the university policy statement or by the course instructor(s) in the completion of academic work to be graded.
Unauthorized assistance

- Allowing another student to copy from you during an exam
- Passively allowing another student to copy your homework or paper
- Collaborating with peers about a solution set prior to attempting to solve them individually
- Rewriting passages of a friend’s paper that you are proofreading so they sound better
Cheating

• Consulting the homework solutions from last semester’s section of the same course
• Changing your lab results to reflect what you know they should have been rather than what you actually got
• Changing a few answers on a graded exam before turning it in to be “re-graded”
Plagiarism

• Failing to properly format the citations in a bibliography or reference list

• Using an idea from a website in a paper without citing the original author

• Copying text from a well-written published paper, changing a few words, and not referencing the original paper
Types of violations

Which type of violation was most frequently reported?

A. Plagiarism
B. Unauthorized assistance
C. Cheating
Dual Roles

Important for you to understand what is expected of you as a student – course level expectations will vary.

Always the responsibility of the student to understand what is expected and clarify any confusion that you have.

You may also be in the role of instructor – Instructors are responsible for clearly articulating your expectations and holding students accountable to course and university policies.

www.cmu.edu/academic-integrity
Pre-course preparation

- Know University policy and path of accountability for unauthorized assistance, cheating and plagiarism.
- Discuss unauthorized assistance, cheating and plagiarism with other instructors (course history, triggers for concern, preferred approach).
- Identify clear expectations in the course syllabus.
- Craft in-class discussion early in the semester.
- Don’t underestimate the importance of cultural differences.
Related Resources

• Academic Integrity @ Carnegie Mellon
  www.cmu.edu/academic-integrity

• Policy on Academic Integrity
  http://www.cmu.edu/policies/documents/AcademicIntegrity.htm

• Office of Community Standards and Integrity, 412-268-2142
  • OCSI@andrew.cmu.edu

• Eberly Center for Teaching Excellence, 412-268-2896
  www.cmu.edu/teaching/eberlycenter

• Global Communications Center, 412-268-9633
  http://www.cmu.edu/gcc/index.html

• Intercultural Communication Center, 412-268-4979
  www.cmu.edu/icc
Office of Title IX Initiatives

EXPECTATIONS RELATED TO TITLE IX
TRIGGER WARNING

This presentation covers difficult topics including sexual assault, stalking and dating violence.

Please make sure you take care of yourself during and after this presentation.

Please visit our website for a comprehensive list of campus and community resources available to you:

www.cmu.edu/title-ix
OVERVIEW

We’d like to take this opportunity to review:

– Relevant law and Carnegie Mellon’s Policy;
– Definitions of the types of sexual misconduct;
– Practical strategies for reducing risk;
– Reporting;
– University Response; and
– Resources
The term "Title IX" is shorthand for a body of federal statutes, regulations and guidance governing educational institutions with respect to gender equity and sexual misconduct

- Requires schools to make efforts to prevent sexual misconduct, including provision of trainings and educational programming
- Also requires schools to take action to respond to and to stop sexual misconduct of which it is aware or should be aware

CMU POLICY AGAINST SEXUAL HARASSMENT AND SEXUAL ASSAULT

Carnegie Mellon University strictly prohibits all forms of sexual misconduct.

- Sexual assault;
- Sexual harassment;
- Dating and domestic violence; and
- Stalking

Retaliation (or taking negative actions) against a person for reporting sexual misconduct is also specifically prohibited.

Sexual Misconduct: Definitions & Reducing Risks
SEXUAL HARASSMENT

**Defined** to include:

– unwelcome sexual advances,
– requests for sexual favors, or
– other visual, verbal, or physical conduct of a sexual nature,

**when:**

– submission to such conduct is made (implicitly or explicitly) a term or condition of an individual’s employment or student status in a course, program or activity; or
– submission to or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual; or
– such conduct has the purpose or effect of interfering with an individual’s work or educational performance, or creating an intimidating, hostile, or offensive working and/or learning environment or of interfering with one’s ability to participate in or benefit from an educational program or activity.
SEXUAL HARASSMENT

Traditionally two categories of sexual harassment

- **Quid Pro Quo**: Harassment resulting in an tangible employment or educational action.
  
  Power differential involved
  
  Examples include: expulsion, termination, poor grades, cut in benefits, promotion, pay raise, good grades TIED to existence or rejection of sexual or romantic relationship

- **Hostile Environment**: No tangible employment or academic benefit/determent needed.
  
  Examples include: repeatedly being asked out, despite saying no; unwanted sexual contact; sexually explicit or obscene photographs, jokes, comments
DO’s and DON’Ts:

DO
• Respect a person’s wishes related to contact with them.
• Say “that wasn’t funny” if you hear someone telling an offensive joke.
• Take a minute to consider the implications of comments, jokes, or stories before sharing them with others.

DON’T
• Don’t send or post sexually explicit material on social media or in public spaces.
• Don’t touch someone without their permission.
• Don’t continue to ask someone out if they have already declined.
STALKING:

– Engaging in a course of conduct and/or repeatedly communicating with another person with an intent to
  • place a person in fear of bodily injury, or
  • to cause substantial emotional distress
– Includes following a person, as well as sending unwanted and threatening or distressing messages

Policy Against Sexual Harassment and Sexual Assault
REDUCING RISKS OF STALKING AND HARASSMENT

• Trust your instincts!
• Don’t post personal contact information on social media.
• Don’t give your password to your electronic/social media accounts to others – including your boyfriend or girlfriend!
• If you do not want to communicate with someone, let them know that and then stop communicating with them.
  – If the person continues to contact you, tell someone
• If someone stops responding to you, or tells you they don’t want to communicate – take the hint and stop!
DATING & DOMESTIC VIOLENCE:

DATING VIOLENCE: Abuse in the context of a romantic or intimate partner relationship
DOMESTIC VIOLENCE: Abuse by a family or household member

TYPES OF ABUSE:

- Physical: hitting, pushing/shoving, punching, kicking, etc.
- Sexual: unwanted sexual contact and sexual assault
- Verbal: threats, name-calling, screaming, humiliating
- Emotional: isolation, withholding affection, threats (including suicide), stalking behaviors, controlling what someone does or whom they talk to
- Electronic: stealing passwords, monitoring social media and messages (text, email, etc.) without permission, “checking up” on someone by texting/messaging them multiple times, using social media to “check up” or “stalk” someone
CYCLE OF VIOLENCE

**Honeymoon:** This is the phase of the cycle after the explosion when your partner promises to change, even seems like they are changing, and are on their best behavior so you will not leave.

**Tension:** This is the time when tension builds and there may be a spat here and there or possible underlying problems that are not being discussed.

**Explosion:** This is when there is some sort of incident occurs like a major argument or physical violence.
KNOW THE SIGNS:
Does your partner...

• check your cell phone or email without your permission?
• criticize you or put you down?
• tell you who you can/should hang out with or talk to?
• pressure you to have sex or do sexual things that you are not comfortable doing?
• destroy or threaten to destroy your belongings?
• make you feel afraid?
• have extreme mood swings?
• threaten to hurt you or themselves if you break up with them?
SEXUAL ASSAULT:

Engaging in a sexual act:

- Against the person’s will;
- Where the person does not give clear, voluntary consent;
- Where the person cannot give consent due to drug or alcohol use (“incapacitated”).

Sexual assault may include, but is not limited to: unwanted touching, fondling, groping, or forcing someone to have sex.

Policy Against Sexual Harassment and Sexual Assault
WHAT IS CONSENT:

A voluntary agreement to engage in sexual activity

- Someone who is incapacitated cannot consent.
- Past consent does not mean future consent.
- Silence or absence of resistance does not mean consent.
- Consent to engage in sexual activity with one person does not mean consent with another.
- Consent can be withdrawn at any time.
- Coercion, force or threats invalidate consent.

Policy Against Sexual Harassment and Sexual Assault
WHAT IS INCAPACITATION:

A person is unable to make informed, rational decisions due to:

- Influence of drugs or alcohol
- The person is asleep or unconscious
- Intellectual or other disability

A person who is incapacitated cannot give consent.

Policy Against Sexual Harassment and Sexual Assault
OBTAINING CONSENT:

- Before and during any sexual encounter check in with your partner; tell them your boundaries; and talk about what you do and don’t feel comfortable doing.
- Sample questions to ask:
  - Is there anything you don’t want to do?
  - I really want to hug/kiss... you. Can I? What do you want to do with me?
  - Have you ever...? Would you like to try it with me?
  - Does this feel good?
  - Do you want to stop?
  - Do you want to go further?
  - Are you ok?

- If you don’t feel comfortable asking or answering these kinds of questions with your partner then you should strongly consider whether this is someone with whom you want to be having sex.
RECOGNIZING A “NO”:

• Remember, you are looking for an “enthusiastic yes” from your partner. “No” means “no,” as do some other words and body language, including:
  • “Stop,” “slow down,” “I’m not comfortable,” “that’s enough”
  • Not responding to your touch
  • Pushing you away
  • Holding their arms tightly around their bodies
  • Turning away from you or hiding their face
  • Stiffening muscles
  • Tears

• If your partner gives any of these cues, STOP and ask your partner if they are comfortable and if they want to continue
Reporting Sexual Misconduct
REPORTING SEXUAL MISCONDUCT:

The decision to report sexual misconduct can be difficult and should reflect the wishes of the survivor.

CMU strongly encourages you to report any and all incidents of sexual misconduct so the University can investigate, respond, and offer support and resources.

You may report sexual misconduct to the University simply by calling or emailing the Office of Title IX Initiatives

– 412-268-7125 or tix@andrew.cmu.edu

You may report confidentially to Counseling & Psychological Services (CAPS) or University Health Services
WHAT HAPPENS WHEN SEXUAL MISCONDUCT IS REPORTED?

1. REPORT
   - Receive and review report
   - Input and track data

2. RESPONSE
   - Provide support and resources to reporting party
   - Consider community impact and intervention
   - Engage with responding party*
   - Investigation*

3. RESOLUTION
   - Informal*
   - Formal*
SUPPORT AND SAFETY MEASURES

The Office of Title IX Initiatives will provide safety and support measures to the reporting party. Examples may include:

– academic accommodations and enrollment assistance;
– workplace accommodations;
– housing accommodations;
– no contact agreements;
– connection to medical and mental health resources and counseling; and

– connection to medical, legal and victim advocacy.

Safety and support measures will be provided regardless of whether the reporting party wishes to pursue investigation or resolution. They will also be provided even if the responding party is not a member of the campus community.
POSSIBLE RESOLUTION

If responding party is a member of the campus community, the options for resolution include:

- No resolution
- Informal resolution
- Formal resolution/hearing

If responding party is not a member of the campus community, options for resolution will depend on the circumstances.
EXTERNAL PROCESSES

The process described above is Carnegie Mellon’s **internal process** for handling reports of sexual misconduct.

The reporting party may also choose to engage the **external legal process** (the two are not mutually exclusive)

- **Criminal:** UPD will cooperate with Pittsburgh Police and DA

- **Civil:**
  - Protection from Abuse/Protection from Sexual Violence Order
  - Civil litigation
SUPPORTING A SURVIVOR
DUAL ROLES:

As a PhD student it is important for you to understand the University and Community resources available to you BUT ALSO for you to realize that you may be someone to whom another student confides.

If you are teaching or supervising other students it is important that you recognize the power role that you assume in these settings. This supervisory relationship places additional expectations upon you including that you will share with the University TIX Office any reports that you receive about sexual misconduct.
SUPPORTING A SURVIVOR

If another student confides in you about a matter of sexual misconduct:

1. Make sure they are safe;
2. Let them know:
   - that it is not their fault;
   - that you will respect their privacy (you will not share with anyone who does not need to know); and
   - that you have an obligation to share the information with the TIX office.
3. Contact TIX@cmu.edu and share what was disclosed to you
RESOURCES

• Title IX Office
• Office of Community Standards & Integrity
• Health Services
• Counseling and Psychological Services
• Campus Police
• Pittsburgh Advocates Against Rape
• Women’s Center and Shelter of Greater Pittsburgh
• Center for Victims
• Magee Women’s Hospital

Carnegie Mellon’s Policy Against Sexual Harassment and Sexual Assault is available at: http://www.cmu.edu/policies/documents/SA_SH.htm
Questions?

TIX@CMU.EDU
WWW.CMU.EDU/TITLE-IX
412-268-7125