

SAFETY AND SUPPORTIVE MEASURES

When an employee learns of potential prohibited conduct, they must inform the student that the Title IX Coordinator or a designated official will discuss Safety and Supportive Measures. These are personalized, non-disciplinary services available with or without a formal complaint, designed to support individuals affected by alleged Prohibited Conduct and ensure continued access to educational and employment opportunities.

POSSIBLE EXAMPLES

- Academic accommodations (e.g., rescheduling classes or assignments)
- Adjustments to academic or work schedules
- No-contact agreements
- Changes in housing or work locations
- Assistance with community-based medical services
- Limitations on communications and interactions between parties
- On-campus counseling services or referrals
- Off-campus counseling services or referrals

REPORTING QR CODE



Scan the QR code to report concerns of discrimination, sexual harassment, or sexual misconduct.

**Title IX &
Employee
Obligations**

(412) 268-7125
institutionalequity@cmu.edu



Carnegie Mellon University
Office for Institutional Equity
and Title IX

GUIDELINES FOR EMPLOYEES:

All Carnegie Mellon Employees are **required** to report information about potential violations of this Policy to the IEX Office or the Title IX Coordinator.

MANDATORY REPORTING GUIDELINES

TEACHING ASSISTANTS:

- All teaching assistants are **required** to report information about potential violations of this policy that is received *within* the student's role as a teaching assistant.

CLASSROOM DISCLOSURES:

- Disclosures of alleged Prohibited Conduct that occur in a class or academic setting must be reported to the Title IX Coordinator.

MANDATORY REPORTING GUIDELINES

PUBLIC AWARENESS EVENTS

- Employees must report information disclosed at public awareness events (e.g., Take Back the Night, vigils, protests, survivor speak-outs). However, the university will not take responsive action unless the disclosure indicates an immediate and serious threat to health or safety, or the individual explicitly requests action. The information will still be used to inform the university's education and prevention efforts.

REPORTING INFORMATION

Reports may be submitted via:

Phone:

- (412) 268-7125

Email:

- institutionalequity@andrew.cmu.edu

In-Person:

- 4615 Forbes Ave., Pittsburgh, PA 15213

Online:

- <https://www.cmu.edu/title-ix/>