WHAT TO DO IF SOMETHING HAPPENS TO YOU

If you've experienced something uncomfortable, harmful, or confusing, you don't have to go through it alone.

You can talk to the IEX Office for support, even if you're not sure what happened or what you want to do next.

You don't have to:

- Know if it was a policy violation
- Be ready to file a report
- Go through a hearing or investigation
- Name the other person

You can:

- Ask questions and explore your options
- Get academic, housing, or workplace support
- Talk privately with someone who will listen and guide you

Support is available whether or not you choose to take formal action. You can take time to decide and change your mind later if your needs change.

OFFICE FOR INSTITUTIONAL EQUITY AND TITLE IX

The Office for Institutional Equity and Title IX is dedicated to promoting equity at Carnegie Mellon University, which includes coordinating the University's efforts to prevent and effectively respond to forms of discrimination, bias, and sexual misconduct, including sexual assault, sexual exploitation, sexual harassment, dating and domestic violence, and stalking. These behaviors may affect community members, including undergraduate and graduate students, staff, and faculty, across all of our programs and locations around the world.

CONTACT US

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Scan the QR code to learn more or submit a report.

Carnegie Mellon University
Office for Institutional Equity and Title IX

DISCRIMINATION & SEXUAL MISCONDUCT

What It Covers and When to Get Help

IEX OFFICE

WHAT THE POLICY COVERS

CMU's Discriminatory and Sexual Misconduct Policy protects students, staff, and faculty from discrimination, sexual misconduct, and other behavior that interferes with a safe, fair, or respectful environment.

The policy covers:

- **Discrimination:** Unfair treatment based on race, gender, religion, or other protected identity*
- **Discriminatory Harassment:** Unwelcome behavior that creates a hostile or offensive environment*
- **Sexual Harassment:** Unwanted sexual comments, attention, or pressure*
- **Sexual Assault:** Any sexual contact without clear and ongoing consent*
- **Dating/Domestic Violence:** Abuse, threats, or control in an intimate or romantic relationship*
- **Stalking:** Repeated unwanted contact that causes fear or emotional distress*
- **Retaliation:** Punishing someone for reporting or helping in a case*

You don't need to be certain something was a policy violation to ask for help. The IEX Office can listen, answer questions, and talk through your options.

** For formal definition, visit IEX wepage.*

WHAT IT CAN LOOK LIKE

Sexual misconduct is not always obvious or easy to name. These examples show how it might show up in real life:

- Someone is touched or kissed at a party after clearly pulling away or saying no
- A classmate makes repeated sexual jokes during group work, even after being asked to stop
- After ending a relationship, one person keeps sending unwanted messages or showing up uninvited, making the other person feel unsafe or anxious.
- A student wakes up after drinking and realizes something sexual happened, but they were too intoxicated to consent
- Someone shares sexual photos of a classmate without consent and encourages others to view them.
- A graduate student's advisor repeatedly asks about their sex life during one-on-one meetings

If something feels off, you don't have to handle it alone. The IEX Office is here to listen, answer questions, and help you figure out what support or options might be right for you.

CONSENT & RETALIATION

Consent is an ongoing agreement to participate in sexual activity.

It should always be:

- **Freely Given:** Not pressured, manipulated, or coerced
- **Reversible:** Anyone can change their mind at any time
- **Informed:** Everyone understands what they're agreeing to
- **Enthusiastic:** It's something each person actively wants
- **Specific:** Saying yes to one thing doesn't mean saying yes to everything

What Retaliation Looks Like

Retaliation means punishing someone for reporting harm, supporting another person, or taking part in a misconduct process.

It can look like:

- Losing opportunities or being treated unfairly in class, work, or activities
- Being pressured to stay quiet
- Facing threats, rumors, or social pushback
- Any action meant to discourage someone from speaking up

CMU's policy prohibits retaliation or any other adverse actions. If it happens, support and action are available.