# REPORTING OPTIONS

There are different ways to address concerns of discriminatory or sexual misconduct at the University.

You have the following options:

- **Report Only:** You can share information with the IEX Office without requesting a university response or resolution process.
- **Request an Alternative Resolution:** This is a voluntary, educational process that allows parties to resolve concerns without a formal investigation.
- **File a Formal Complaint:** This may lead to an investigation, hearing, or other formal response.
- **Pursue an External Resolution:** You may also choose to contact law enforcement or take civil legal action outside of the university process.

To learn more about Resolutions, see the IEX Office's website or Resource Guide.

During your initial meeting, the Case Manager can review options in more detail, answer questions, and help you decide what feels appropriate for your situation.

# 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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(412) 268-7125
4615 Forbes Ave.
Suite 401

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

Carnegie Mellon University
Office for Institutional Equity and Title IX

# SUPPORTIVE MEASURES

Support During Difficult Times

IEX OFFICE

## WHAT ARE SUPPORTIVE MEASURES?

Supportive Measures are individualized services offered to anyone involved in a report of discriminatory or sexual misconduct. These are non-disciplinary and non-punitive steps the university can take to help maintain access to education, work, or campus life. Supportive measures can be offered before or during any resolution process, and they are available whether or not a formal complaint is filed.

## WHAT ARE SOME EXAMPLES?

Supportive measures may include academic adjustments, housing or work changes, counseling referrals, campus escort services, no-contact agreements, leaves of absence, or increased safety measures. The IEX Office tailors these measures to fit the needs and circumstances of each person.

## WHO ASSISTS WITH SUPPORTIVE MEASURES?

After a report is received, a Case Manager from the IEX Office will contact the impacted and/or responding party by email, usually within one business day. The Case Manager will offer to meet and talk through available options, assess needs, and help coordinate any appropriate support.

## WHAT CAN I EXPECT IN MY 1ST MEETING?

The Case Manager introduces the IEX Office, checks on safety and well-being, and talks through support options. You can ask questions, share concerns, and learn what steps are available to help you stay connected to your education or work.

## WILL THE CASE MANAGER EXPLAIN THE FORMAL RESOLUTION PROCESS?

Yes. If you're considering a Formal Resolution, the Case Manager will explain what that process looks like, including how to file a Formal Complaint and what to expect during an investigation or hearing. They can also help you understand your rights and connect you with the staff involved in the next steps.

## ONGOING SUPPORT FROM THE IEX OFFICE

Ongoing support allows you to stay in touch with the IEX Office. A Case Manager may check in, offer continued support, share resources, or help with new concerns. This could include wellness updates, referrals, or encouragement during high-stress times like finals or graduation.

## COMMON SUPPORTIVE MEASURES

The two (2) most requested Supportive Measures are:

- Academic Adjustments
- No Contact Agreements

## ACADEMIC ADJUSTMENTS?

The Case Manager arranges academic adjustments by contacting professors through email. The message explains that the individual is “navigating significant personal challenges” and requests flexibility or support. No details about the incident are shared.

Academic adjustments can continue beyond the resolution of a case. If a student requires ongoing or more formal support, the Case Manager can connect them to the University’s Office of Disability Resources.

## NO CONTACT AGREEMENTS (NCA)

A NCA is a mutual agreement between two individuals not to have direct or indirect contact, except as needed for university-related academic, work, or extracurricular activities.

Once the agreement is confirmed, both individuals receive a written letter outlining the terms.