

Annual Update: Preventing and Responding to Sexual Misconduct
September 1, 2016

Dear Members of the Carnegie Mellon Community:

As we launch the new academic year, we write to reinforce the university's unwavering commitment to an environment in which we all can learn, work and fully participate in the life of the community. You have read about a wide variety of substantial efforts taking place across campus to enhance the CMU Experience, and you will hear more in the coming weeks about important strides that are being taken to help each of us thrive.

That work rests on a foundation of mutual respect. In order to succeed, we must foster a community free from harassment, discrimination and the threat of violence. In particular, we will not tolerate sexual violence, intimate partner violence, stalking or sexual harassment. Sexual harassment and sexual violence are against the law and violate our core values. We want to ensure that every community member understands the university's [policies](#) and resources regarding sexual misconduct. Each of us has a responsibility for upholding these standards in our personal behavior and reporting inappropriate conduct when we see it.

The university's Office of Title IX Initiatives is charged with ensuring gender equity at each of our worldwide locations, including coordinating the university's education for faculty, staff and students about the prevention of, and response to, sexual misconduct. We continue to enhance and expand our prevention efforts. Most recently this has included offering the *Haven Plus e-learning module* specifically designed for graduate students, and the coordination of several educational and awareness-raising efforts on our Pittsburgh campus under the umbrella [SHIFT: Educate, Prevent, Empower](#).

While we work to eliminate sexual misconduct, we remain steadfast in our commitment to respond effectively and appropriately by providing support to individual community members who are impacted by any misconduct. All members of the university community are encouraged to contact the office for assistance regarding Title IX matters at any time. To learn more about how to make a report or seek individualized support and resources, we encourage you to visit the [Office of Title IX Initiatives website](#).

In closing, we would like to reinforce President Suresh's message earlier this week to support and care for one another, living out our commitment to mutual respect.

Sincerely,

Gina Casalegno, Vice President for Student Affairs and Dean of Students, and
Holly Hippensteel, Interim Director of Title IX Initiatives and Title IX Coordinator