

TO: Faculty and staff
FROM: Office of Human Resources
DATE: Sept. 21, 2015
RE: Campus crime and sexual harassment policies

To ensure that the University community understands and is complying with various regulations relating to campus crime and sexual harassment, the Office of Human Resources, in collaboration with legal counsel, has developed two new policies identified below. These policies and forthcoming training requirements have been developed to ensure that Salve Regina promotes and maintains a learning environment that is free from all forms of discrimination and harassment. The president, the cabinet and the director of human resources expect all employees, faculty and staff, to carefully read and adhere to both policies as well as upcoming training requirements.

Sexual harassment and sexual violence policy and procedures: This policy and procedures document informs members of the University community about sexual harassment and sexual violence, and explains what they can do if they encounter or observe it in connection with any University program or activity. Required annual training on workplace harassment prevention as well as training on the Campus Sexual Violence Elimination Act (Campus SaVE Act) will accompany this new policy and will be announced in the near future.

Mandatory reporting policy: This policy mandates that all University employees, faculty and staff, report all concerning behaviors, harassment, discrimination and crimes. It briefly explains the meaning and purpose of mandatory reporting, outlines the legal context and articulates a straightforward set of guidelines for employees to follow. The policy will be accompanied by required online training that comprehensively covers reporting of sex and gender discrimination incidents, including sexual harassment, sexual assault, stalking and related behaviors, as well as the reporting of crime and crime statistics. This training will also be announced at a future date.

Both policies can be found on the new [Title IX website](#) or accessed through the following links:

[Sexual Harassment and Sexual Violence Policy and Procedures](#)
[Mandatory Reporting Policy](#)

Should you have any questions, please contact Cynthia Donnelly or Nancy Escher in the Office of Human Resources.