

TITLE IX INFORMATION FOR CAMPS AND PROGRAMS INVOLVING MINORS:

SEXUAL MISCONDUCT AND MANDATORY REPORTING

Equal Opportunity Report and Response (EORR)

Updated August 2023



UNIVERSITY OF WYOMING

12/12/2024

Purpose

- To educate viewers on the basic aspects of Title IX and civil rights compliance, and the reporting process.
- To help make the campus community safer and those within the community aware of their duties and reporting options.

This is only an overview of important information – for questions or additional resources, contact the EORR office.



UNIVERSITY OF WYOMING

UW policy

“The University does not discriminate on the basis of race, gender, religion, color, national origin, disability, age, protected veteran status, sexual orientation, gender identity, genetic information, creed, ancestry, political belief, or any other applicable protected class or participation in any protected activity.”

Sexual misconduct and discrimination are expressly prohibited and will not be tolerated.

The policy applies when conduct occurs:

- On University property, **or**
- Off University property, if in connection with a University-recognized program or activity.



What is sexual misconduct?

Sexual misconduct incorporates a range of behaviors including but not limited to:

- ✓ Domestic and dating violence
- ✓ Sexual harassment
- ✓ Sexual assault
- ✓ Sexual exploitation
- ✓ Stalking
- ✓ Hostile environment sexual harassment
- ✓ Any other conduct of a sexual nature that is **unwelcome or nonconsensual**.

For a list of definitions, see UW's [Equal Opportunity, Harassment, and Nondiscrimination Policy](#)



What is prohibited?

- Discrimination - when an individual suffers an adverse consequence on the basis of a Protected Class (race, religion, gender, etc.)
- Harassment – Verbal or physical conduct that unreasonably interferes with an individual's work or academic performance or creates an intimidating or hostile work or educational environment.
- Retaliation - intimidating, threatening, coercing, harassing, or discriminating against any individual because they made a report or participated in any manner in a review of harassment or discrimination.

Types of Discrimination

The University does not discriminate on the basis of race, gender, religion, color, national origin, disability, age, protected veteran status, sexual orientation, gender identity, genetic information, creed, ancestry, political belief, or any other applicable protected class or participation in any protected activity.

The University will not tolerate acts of discrimination or harassment based upon Protected Classes or related retaliation against or by any employee or student. Individuals who violate this Regulation shall be subject to corrective action and/or discipline, up to and including termination or separation from the University.



Mandatory Reporting

- All UW employees are considered mandatory reporters, except:
 - University Counseling Center (and other mental health counselors)
 - Student Health Services (and other medical staff)
 - Student Legal Services
 - Ombudsperson
- Must share all known details, names, etc.

Camps and programs involving minors are expected to report all incidents of sexual misconduct or discrimination to EORR (UW's Title IX office), and all incidents and accidents involving a minor must be reported to both the UW Risk Management and UW Safety Offices.



CONFIDENTIALITY

Only those persons necessary for the investigation and resolution of the complaint will be given any information.

The University will respect the confidentiality of the complainant and the individual against whom the complaint is filed to the extent possible, *consistent with the University's legal obligations to protect the rights and security of its employees and students.*



What happens when you report?

- Establish safety
 - Is there immediate danger that requires law enforcement?
 - Does anyone need emergency medical assistance?
 - Steps necessary to make people safe? (Temporary housing, no-contact orders, schedule changes, returning home, etc.)
- Refer to resources
 - Support (counseling, advocates to explain/guide through process, etc.)
 - Medical care (physical injuries, preventing pregnancy or transmittable infections)
 - Academic (coordinating with instructors, logistics)
- Discuss reporting options

Reporting Options

Timeline

- Sooner is better – it's more difficult to investigate/remedy as time goes on.

Through UW

- You don't **have** to participate in process/hearings/etc. but have the right.
- You don't have to participate to access resources.

Law enforcement

- Not required to make a report (unless minors are involved), but are encouraged to do so.
- Anonymous reporting options are available.
- Advocates can help/support them through this process.
- Biological evidence collection – 72 hour maximum, but sooner is better.

Confidential Reports

A report of sexual misconduct to the following individuals while they are acting within their professional capacity may be considered confidential by law:

- Advocates: SAFE Project
- Counselors: University's Counseling Center, Trauma Clinic, or other clinics
- Health care providers: Student Health Services
- Other mental health counselors, medical professionals, victim advocates, or clergy members

A report to these individuals will NOT be shared with other entities or employees, unless the reporting party gives consent.

NOTE: This confidentiality does not apply if there is concern for the immediate health and safety of any individual or when a minor is involved in an incident of abuse.



When Minors are Involved

- According to Wyoming statutes §§14-3-205 & 35-20-103, everyone must report suspected abuse, neglect or exploitation of child or vulnerable adult if they have reasonable cause to believe that it may be occurring.
- Child or adult abuse, neglect or exploitation has no boundaries according to sexual orientation, ethnic background, age, religion, disability, or gender.

To make a report of an at-risk minor, contact UWPD
(uwpd@uwyo.edu, 766-5179)



POLICY PROHIBITING RETALIATION

The University affirms the right of individuals to make a report without fear of reprisal. **Each employee or student, who, in good faith, makes a report of discrimination or sexual misconduct of any kind, is protected from retaliation.**

- Reports of retaliation shall be treated as **separate** and distinct from original reports and will be investigated by EORR.
- Employees or students engaging in such retaliation may be subject to appropriate disciplinary action up to and including separation from UW.
- Similarly, persons who file **frivolous or bad faith allegations** shall be subject to disciplinary action.



Maintaining Healthy Boundaries

UW recommends that camp/program staff:

- Carefully review the requirements of UW's Minors on Campus policy;
- Set appropriate physical and emotional boundaries with students to make sure you both feel safe and comfortable;
- Communicate these boundaries before there is a conflict;
- Model professionalism in your face-to-face and virtual interactions with students; and
- Make sure any and all physical contact with students is consensual and does not violate UW policies against sexual misconduct.

**Remember, you should not have one-on-one contact
with minors!**



Professional Distance

Get to know your students, but maintain professional distance:

- Don't get to know them TOO personally.
- You don't need to know about their love relationships, drinking habits, or personal problems.
- They don't need to know these details about your life either!
- Do not accept follow/friend requests from students on social media.
- Do not exchange personal email/phone information without parental permission.

This is especially important with minors!



For more info:

www.uwyo.edu/reportit

- Policies and procedures
- Lists of resources
- Contact information
- Useful information
- Ways to learn more

**REPORT
IT!**

MANDATORY NOTICE

The University of Wyoming does not discriminate in its education programs and activities.

To make a report, contact
Equal Opportunity Report and Response:

Jim Osborn
Manager of Investigations
Bureau of Mines Room 320
jim.osborn@uwyo.edu, 766-5228

TITLE IX COORDINATOR

EORR Main Office
Bureau of Mines Room 318
report-it@uwyo.edu, 766-5200

Reports can also be made on our website:

www.uwyo.edu/reportit

