

Interim Frequently Asked Questions for Supportive Measures in the Office of Equity
August 2021

General Information about Supportive Measures

1. What are [supportive measures](#)?
 - a. If you have been impacted by [sexual misconduct](#) or [discrimination](#), or you are a party to a sexual misconduct or discrimination proceeding, you can request supportive measures through the Office of Equity. Under USU Policy, supportive measures are designed to address your safety and well-being and provide you with continued access to educational or employment opportunities.
2. What are the limits of supportive measures?
 - a. The University can provide reasonable supportive measures to individuals who have experienced sexual misconduct after they were associated with the university, or while they are a party in a sexual misconduct or discrimination proceeding. Supportive measures are non-punitive and non-disciplinary. They do not punish individuals who have been impacted by sexual misconduct or discrimination or who have allegedly engaged in sexual misconduct or discriminatory behaviors. Supportive measures are not sanctions.
3. Do supportive measures cost money?
 - a. No! Accessing supportive measures is free.
4. What are some examples of supportive measures?
 - a. Examples of supportive measures include:
 - i. Academic accommodations (such as extensions on course assignments or exams, excusing absences, and “Incompletes” or “Withdrawals” from a course)
 - ii. Employment accommodations (such as excusing absences and changing work shifts or office locations)
 - iii. Financial aid accommodations (such as appealing to maintain FAFSA or scholarships and refunds for withdrawing from courses)
 - iv. Housing accommodations (such as moving where someone lives on-campus)
 - b. The Office of Equity can also provide information about:
 - i. No contact agreements – where parties agree they will not communicate with each other in their employment or education program or activity
 - ii. Information for reporting to police, specifically related to USU police and local law enforcement
 - iii. Victim advocates – Sexual [Assault and Anti-Violence Information \(SAAVI\)](#) Office; SAAVI now has an advocate whose primary location is at [USUPD](#) (Logan campus) and [CAPSA](#) (community resource in Logan)
 - iv. Counseling services – [CAPS](#), [Sorenson Center](#) (Logan campus), and off-campus counseling resources
 - v. Other safety measures and connecting to resources, as needed

- c. The Supportive Measures Specialist may also discuss other supportive measures and potential resources as it relates to your employment or education.
- 5. Can supportive measures be retroactive?
 - a. Yes! Supportive measures are often retroactive. This means that if you don't seek help right away, the Supportive Measures Specialist can work with you to minimize the impact of the sexual misconduct or discrimination. One example of a retroactive supportive measure would be if you have had to miss class or work due to a sexual misconduct incident, we may be able to work with your professor or supervisor to excuse those absences.

Information for Individuals who want to Access Supportive Measures

1. How do I access supportive measures?
 - a. The most direct way to access supportive measures is to schedule an appointment with one of our Supportive Measures Specialists. Their contact and scheduling information is available in the [supportive measures section of our website](#). When you contact them, they will schedule an intake with you where they will go over your options for receiving supportive measures and answer any questions you have about the [Office of Equity](#).
2. What information do I need to provide when I meet with the Supportive Measures Specialist?
 - a. When you meet with a Supportive Measures Specialist, we will ask a few basic questions. We will ask whether you experienced sexual misconduct or discrimination, the general date or range of dates that the incident took place, and whether the incident occurred before or after you became associated with the university. We may ask you for more details when the incident involves discrimination. The Supportive Measures Specialist may ask you more questions to get a better idea of what your options are moving forward and what kind of support you might need. You can choose not to answer those questions if you don't want to.
3. What if I don't know what supportive measures I need?
 - a. You are welcome to meet with the Supportive Measures Specialist and we can talk about how you're doing and where we might be able to provide support. The [SAAVI](#) office is also a great resource for individuals who have experienced sexual misconduct. Their advocates can talk to you in a confidential setting about how you're doing and help you figure out what support you might need moving forward. They can also attend any meeting with the Supportive Measures Specialist, if you choose.
4. Is the Supportive Measures Specialist required to report the information I share to the University?
 - a. Supportive Measures Specialists are [reporting employees](#), meaning that they are required to report any information they receive concerning incidents of [sexual misconduct](#) to the USU [Title IX Coordinator](#). However, individuals are not required to share detailed information about a sexual misconduct incident in order to receive supportive measures.
5. Do I need to make a report or participate in an investigation to receive supportive measures?
 - a. No, you can access supportive measures without filing a report or pursuing an [investigation](#). Typically, the sexual misconduct or discrimination incident must have occurred after you were employed or a student at the University to access supportive measures. The office may also be able to help if there is a triggering incident related to the sexual misconduct or discrimination. Additionally, the Supportive Measures specialists may be able to help in limited circumstances if

you are experiencing secondary trauma. If this is not the case, the Supportive Measures Specialist will connect you to other resources on campus.

6. What if the Supportive Measures Specialist can't provide supportive measures?
 - a. If you are unsure whether you can access supportive measures, we encourage you to come talk to us. We might be able to help even if you don't think we can. In some circumstances, our ability to provide supportive measures may be limited. If it turns out that we can't provide supportive measures, we can refer and connect you to other resources that are able to support you. We understand that your experiences can impact you in other ways, such as causing various mental health concerns (such as PTSD, depression, insomnia, etc). We can connect you with counseling services. We can also connect students to the [Disability Resource Center \(DRC\)](#), which provides accommodations when your concerns are not directly related to the sexual misconduct that you experienced.
7. What information will be shared with others?
 - a. Sometimes the Supportive Measures Specialist may need to work with other offices on campus to gather information or implement supportive measures. In that case, the Supportive Measures Specialist shares information that we are working with you to facilitate the supportive measures. Any information that is shared with other offices is done on a limited, need-to-know basis.
 - b. Supportive Measures Specialists are reporting employees, meaning that they are required to report any information they receive concerning incidents of sexual misconduct to the USU Title IX Coordinator. However, individuals are not required to share specific information about a sexual misconduct incident in order to receive supportive measures.
8. What if I have concerns about my safety or retaliation?
 - a. First, if you have an immediate concern for your safety, call 911. The Supportive Measures Specialist can talk through different safety measures. These measures may include information about reporting to police, a no contact agreement, change in parking, connection to campus security escorts, and other options. In addition to that, retaliation is prohibited under USU Policy. If you have experienced retaliation based on your participation with the Office of Equity, you can report it at equity.usu.edu/report.

Information for University Employees Implementing Supportive Measures

1. What should I do if a student asks for an accommodation related to an experience of [sexual misconduct](#) or discrimination?
 - a. If you are a reporting employee, you are mandated to report all of the information you have to the Office of Equity. You can report using this link: <https://www.usu.edu/equity/report>
 - b. If you are a resource connection employee, you are required to share resources with the individual. This includes sharing the option to access supportive measures in order to receive the accommodation they requested. Below is email template language resource connection employees can send to individuals who have disclosed sexual misconduct:

“I have not reported the information you shared with me to the [Office of Equity](#) and therefore the information you shared will not initiate University action. Since I am not required to report what you shared with me to the USU Title IX Coordinator, I want you to know about all of the support and reporting resources available to you at Utah State University.

- USU’s designated confidential resources provide advocacy and therapy services:
 - Counseling and Psychological Services ([CAPS](#));
 - Sexual Assault and Anti-Violence Information Office ([SAAVI](#)); and
 - [USU Employee Assistance Program](#).
 - Additional Logan campus only resources:
 - [USU Marriage and Family Therapy Clinic](#); and,
 - [USU Psychology Community Clinic](#).
 - If you need medical attention, you can visit the [Student Health & Wellness Center](#).
- You can request [supportive measures](#) from the Office of Equity, which are accommodations that can address your safety and well-being and allow you to continue to be a student and/or employee at USU.
- You can make a report to:
 - The [USU Title IX Coordinator](#) at equity.usu.edu/report; and/or,
 - [USU Police](#).

More information about these resources is available at sexualrespect.usu.edu. If you need support contacting these resources, or if you would like me to help you make a report to the USU Title IX Coordinator or USU Police, please let me know.”

2. Why can’t I facilitate the accommodation myself?
 - a. We appreciate your willingness to work with individuals who come to you seeking extra support. We ask that you refer them to the Office of Equity by

calling 435.797.1266 or emailing titleix@usu.edu so that the University can provide fair and equitable support to individuals who have experienced sexual misconduct or discrimination without making the individual share their story or justify their access for support. The Supportive Measures Specialist evaluates requests for accommodations and provides reasonably available supportive measures. The Office of Equity is also required to document this support to comply with Title IX Regulations.

3. Do I have to provide supportive measures?
 - a. Federal Title IX Regulations requires that the University offer and provide supportive measures to individuals impacted by sexual misconduct. The Office of Equity determines what supportive measures are reasonable and asks University employees to implement these supportive measures.
4. What if I have concerns about the supportive measures being requested?
 - a. If you have concerns, please reach out to the Supportive Measures Specialist by calling 435.797.1266 or emailing titleix@usu.edu and we will evaluate whether your concerns qualify as a reason to modify the supportive measures request.
5. Do I need to tell the individual (e.g. student in my course) that I've provided the supportive measure or will you?
 - a. Generally, the Supportive Measures Specialist will inform the individual that their supportive measure request has been approved. If the Supportive Measures Specialist would like you to inform the individual, the Supportive Measures Specialist will indicate that in their communication with you.
6. Can I work with the individual who requested the supportive measures to implement the request for the Supportive Measures Specialist?
 - a. If you need to work with the individual (e.g, a student in your course) to implement or facilitate the details of the supportive measures request, please feel free to do so. However, due to the sensitive nature of these cases, we ask that you don't ask the individual about the nature of the incident that caused them to seek supportive measures. However, please don't hesitate to contact the Supportive Measures Specialist if you think the individual needs additional support.
7. What information will I receive concerning the reason someone is requesting supportive measures?
 - a. The only information that the Supportive Measures Specialist shares with people who are implementing supportive measures is that the individual is working with the Office of Equity. One reason the Office of Equity facilitates supportive measures is to prevent the individual who experienced sexual misconduct or discrimination from having to reshare their story to access accommodations or safety measures. Also, the Office of Equity keeps this information private and only shares on a need-to-know basis.