



# UNDERSTANDING AND REPORTING A HOSTILE ENVIRONMENT

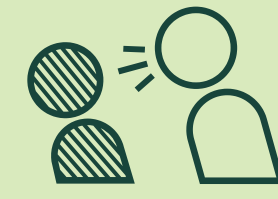
## If you experience or are aware of any of the following:

- Harassing conduct based on a protected identity (e.g. race, gender identity, political persuasion, etc.).
- A person having trouble participating in or benefiting from MSU's education program or activity due to conduct based on the person's protected identity (even if you do not know the specifics of the conduct).

## Important factors to know:

- Conduct doesn't have to target a specific person to affect that person.
- Cumulative incidents or conduct by multiple people can contribute to a hostile environment
- Protected/free speech may still result in a hostile environment. While the University will address any hostile environment, protected/free speech will not be penalized.

## Examples of Harassing Conduct



**VERBAL ABUSE**



**PHYSICAL ASSAULT**



**WRITTEN/GRAPHIC  
STATEMENTS**

**1** MSU's Office for Civil Rights and Title IX Education and Compliance (OCR) will contact the impacted person(s) to offer support and resources.

The University collects any additional information known about the reported incident(s).

**2**

**3** The University will evaluate the overall circumstances of the situation (which includes the context, duration, and involved parties) to determine if a hostile environment exists.

The University determines a response designed to restore or preserve an individual or group's access to their education program or activity and communicates with known parties.

**4**

## What happens after a report is filed?

## How to file a report with OCR

All individuals—including students, faculty, staff and guests—are welcome and encouraged to file a report. Reports may be filed online via the Public Incident Reporting Form ([civilrights.msu.edu/file-a-report/index.html](https://civilrights.msu.edu/file-a-report/index.html)) or by calling OCR's Investigation, Support and Resolutions department (ISR) at 517-353-3922 between the hours of 8:00 a.m.-12:00 p.m. and 1:00-5:00 p.m. Monday through Friday. You can also make a report via email at [ocr.isr@msu.edu](mailto:ocr.isr@msu.edu).

**IN CASE OF AN EMERGENCY, CALL OR TEXT 911 If you see or hear something harmful in the residence halls, tell your RA and call MSU Police at 517-355-2221.**



<https://civilrights.msu.edu/file-a-report/index.html>



Office for Civil Rights and Title IX  
Education and Compliance  
MICHIGAN STATE UNIVERSITY