

ARE YOU AN INDIVIDUAL WITH REPORTING OBLIGATIONS (IRO)?

Answer these questions to find out!*

*Not applicable to employees in units designated as Confidential Resources in the Policy on Sexual and Gender-Based Misconduct

Do you hold any of the following positions?

- Regent
- President
- Executive Officers
- Chancellor/Vice Chancellor
- Vice Provosts
- Deans
- Department Chair
- Athletic Director or Varsity Head Coach
- ECRT Director and/or Title IX Coordinator
- Professional Staff in Student Life/Affairs who are responsible for discipline/sanctions/remedies in non-academic matters

YES

You are an IRO!

You must report any and all details of sexual misconduct to ECRT within 48 hours, regardless of the context in which you learned the information. You are not exempt from reporting in any situation.

Do you hold any of the following positions?

- Associate or Assistant Executive Officer
- Vice, Associate or Assistant Dean
- Associate or Assistant Department Chair
- Graduate Chair
- Undergraduate Chair
- Human resources staff member handling employment matters (not clerical or transactional)

YES.
You are an IRO!

Do you have the authority to:

- Hire
- Promote
- Transfer
- Discharge
- Suspend
- Reward
- Layoff
- Discipline
- Recall

ex: A faculty member with a GSI/GSRA; a staff manager, etc.

any University employee?

YES.
You are an IRO!

Are you a student employee in the following departments?

- Housing
- Student Life/Student Affairs
- DPSS (or DPS on the Flint and Dearborn campuses)
- Athletics
- Human Resources

YES.
You are an IRO!

Are you a faculty or staff member in the following departments (excepting clerical/custodial/dining/maintenance staff)?

- Division of Student Life/Student Affairs
- Athletics
- Equity, Civil Rights and Title IX Office
- Division of Public Safety and Security (or DPS on the Dearborn and Flint campuses)

YES.
You are an IRO!

Do you accompany students on University-related travel abroad or serve as a faculty or staff advisor to a sponsored/registered/recognized student organization?

YES.
You are an IRO!



ONE MORE THING!

You are not required to report if you learned information:

- At a sexual misconduct awareness event
- During a classroom discussion, in an assignment for class, in discussion outside of class, or as part of a research project directly related to the class
- During a non-minor participant's involvement as a subject in an IRB-approved human subjects research protocol ("IRB Research"),
- During a discussion in a peer support group organized and offered by a **CONFIDENTIAL RESOURCE**, when the IRO is a member of the peer support group.

You are not an IRO, but can still report concerns to ECRT!

