To all faculty and staff:

President Wolfe issued Executive Order No. 40 on April 8, 2014 to supplement the University of Missouri’s nondiscrimination policies and to clarify reporting structures for any staff or faculty member who may become aware of an incident of sexual harassment of any kind, including sexual assault, committed against students.

The executive order specifically says that every staff or faculty member who becomes aware of an act of sexual harassment, including but not limited to sexual assault, becomes a “mandated reporter” and is obligated to report the incident to Noel English, MU’s Title IX Coordinator at EnglishNo@missouri.edu or 573-882-9069 or Cathy Scroggs, Deputy Title IX Coordinator, at ScroggsC@missouri.edu or 573-882-6776.

Communication must be made to the Title IX coordinators regardless of whether the person making the report (complainant) requests confidentiality or how the staff/faculty member became aware of the incident. However, if the complainant requests anonymity, the faculty/staff member must make the complainant aware that some information must be reported to the Title IX coordinator. The Title IX coordinator will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality and will evaluate the complainant’s request in the context of providing a safe and nondiscriminatory environment for all students.

Exceptions to this rule are those employees with legal obligations or privilege of confidentiality and may include health care providers, counselors, lawyers, and their associated staff.

Training will be provided to employees most likely to witness or receive reports of sexual harassment and violence. A full text of Executive Order 40 is attached.

R. Bowen Loftin
Chancellor