Dear Students, Faculty, and Staff:

The University of Missouri is a caring community. Two of our most cherished core values are respect and responsibility. Therefore, our **absolute, No. 1 priority** is providing a safe and healthy learning and working environment for our students, faculty, staff, and visitors. This means an environment free from discrimination on the basis of sex or sexual orientation, sexual harassment or misconduct of any kind.

In January 2014, President Wolfe issued [Executive Order No. 40](#) 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. Most recently, he issued [Executive Order No. 41](#) to clarify policies systemwide.

All university employees who become aware of sex discrimination including sexual harassment, sexual misconduct, stalking on the basis of sex, dating/intimate partner violence or sexual exploitation are mandated reporters. This applies regardless of whether the recipient of the behavior is a student, employee, volunteer, or visitor at the University of Missouri. **The only exceptions are those employees whose profession provides a legal privilege of confidentiality and those designated by MU as confidential reporters.**

Employees with a legal obligation or privilege of confidentiality (including health care providers, counselors, lawyers, and their associated staff) are not considered mandated reporters and are not required to report when the information is learned in the course of a confidential communication. Employees who are designated as confidential reporters are required once per month to report to the Title IX Coordinator aggregate information that does not include personally identifiable details regarding incidents of sex discrimination reported to them.

Mandated reporting is an important responsibility. To assist faculty, staff, and students in reporting incidents of sexual harassment or misconduct, we have expanded Mizzou’s Title IX office. The [office’s newly created web site](#) contains an [online reporting form](#). The online reporting form is the preferred method of reporting incidents, and can be filled out anonymously or with identifying information. The site also contains contact information for our Title IX staff, information for mandated reporters and bystanders, resources for individuals who may have experienced sexual harassment or misconduct, and for individuals who may have witnessed or heard about such an incident.

Because this is an institution of higher learning, we will continue to educate all members of our community as we seek to prevent sexual misconduct. **Your involvement in prevention efforts is essential.** While we can educate and inform, even dissuade and discipline, true understanding requires participation.

**That is what I am asking for now: participation.** Please take a few moments to review the [Title IX office web site](#) and become familiar with the resources available to members of our community. Participate in educational events, get [Green Dot training](#), or reach out to the [Title IX staff](#) to find out how your
organization can participate in our prevention efforts. You can also review the video produced by MU students, “Enough is Enough” in your organization’s meetings or in your courses and facilitate a discussion about how you can participate. The new web site, It’s On Us, created by a national coalition of organizations, contains a pledge, educational tools, informational videos, and other materials to educate and foster productive discussion of these important issues.

Unfortunately, I cannot guarantee that no one will ever experience sexual harassment or sexual misconduct on this campus; however, I can promise you that I – and the entire MU community – will work every day to assure that anyone who comes to Mizzou knows they are a part of a family that cares about their safety and is committed to providing resources to survivors that ensure they are able to achieve their educational goals at this great university.

Sincerely,

R. Bowen Loftin, Chancellor
University of Missouri