



Disclosures about domestic violence, sexual assault, harassment, or stalking are often difficult, and you may be the first person a student speaks with. The first conversation is often the most important. Interpersonal violence can leave survivors feeling powerless, and they need support from the beginning to regain a sense of control. If survivors do not feel supported in these first conversations, they may not seek the help or resources they need.

Use these *Talking Points* and the resources available at <https://www.uwsp.edu/hr/Pages/Affirmative%20Action/Report-a-Concern.aspx> to guide your conversations if you are approached about interpersonal violence. They will help you support the individual to get information, assistance, and support they need as well as giving them access to University resources.

Some specific “talking points” include:

1. **You are not a confidential resource. If you believe a person is going to disclose information or starts to disclose information about interpersonal violence to you, you could say:**

“I am so sorry this happened/is happening to you. Thank you for trusting me enough to tell me about this. Before you go on, I need to let you know I am required by University policy (and state and federal laws) to report what you tell me to the University’s Title IX Coordinator.

My obligation includes reporting your name and contact information, my information, the incident(s) details, involved individuals’ names, the location of the incident(s), and other information disclosed to me.

The Title IX Coordinator reviews the information to determine whether further action is necessary to ensure your safety and the safety of the University community. If you would rather keep this information confidential, there are confidential resources you can talk to.”

Note: If they are unsure or say they want speak to a confidential resource, provide the:

- Confidential resources contact information on page 2
- Confidential Reporting, found on the Dean of Students website <https://www.uwsp.edu/dos/sexualassault/Pages/How-to-Report-Sexual-Assault.aspx>.

Click **Report a Concern**.

Report a Concern

The confidential resources and reporting information is also on page 4 for easy printing as a handout to the student.



Information shared with the below resources is completely confidential.

Confidential Resource	Phone Number	Address
University Counseling Center	715-346-3553	Delzel Hall, 3rd floor
Student Health Services	715-346-4646	Delzel Hall, 2nd floor
Center for Prevention (Professional Staff)	715-346-2789	Allen Center, Room 004
Sexual Assault Survivor Services (SAVS)*	800-472-3377	Delzell Hall, Room 137
Gender and Sexuality Resource Center Coordinator	715-346-3829	Dreyfus University Center, Room 206
University Police and Security Services*	715-346-3456	George Stein Hall
Stevens Point Police Department*	715-346-1500	1515 Strongs Ave.

*24/7, 365 days/year resource

Note: If the individual indicates they want to discuss the incident with you, remember, you are not conducting an investigation; do not ask questions to elicit more information than they want to share with you. Your main role is to provide empathy, support, and resources.

2. Tell them they should preserve any evidence relating to the incident reported:

“Upon receipt of a report, the Title IX Coordinator or Dean of Students (Deputy Title IX Coordinator) may contact you to discuss the incident, provide information about resources and support, and discuss your preference as to how to proceed. Although you may not yet have decided whether to pursue or participate in any University resolution (and you may ultimately decide not to pursue or participate in any University action), it would be a good idea for you to preserve now any evidence you may have (including photographs and any relevant electronic evidence, such as text messages, emails, voicemail messages, phone records, and posts on Facebook, Snapchat, Instagram or other social media sites) for use in any investigation which may occur (including any criminal investigation, if you later decide to report the incident to law enforcement.)”

3. If they disclose information about an incident to you and—despite your reporting obligation—makes a “Request for Confidentiality” (i.e., requests their identity not be disclosed to the alleged offender, no investigation be pursued, and/or no University action be taken), you could say something such as:

“Although I am required to report this information, I will also inform the Title IX Coordinator of your Request for Confidentiality. Your Request for Confidentiality will be carefully considered by the Title IX Coordinator to determine whether there is a risk of serious harm to you or to any member of the University community. The University will honor your Request for Confidentiality if it can do so consistent with its obligation to ensure your safety



and the University community. I can't promise you what will be decided, but I will ensure the Title IX Coordinator is aware of your Request for Confidentiality.”

- 4. Our primary goal is to ensure their safety and well-being. Let them know there are many services available to them, including confidential resources, at the University and in the local community.**

Safety

“Do you feel safe leaving here today? If you feel you are in immediate danger, you should call 911. You may also contact the Title IX Coordinator or Dean of Students (Deputy Title IX Coordinator) to discuss support which may be available to you right now, including safety planning, the issuance of a no-contact directive, and other available interim and protective measures. The UW-Stevens Point Counseling Center is confidential for safety, support, and services to survivors of interpersonal violence, 715-346-3553.”

Note: If they elect to make an immediate phone call, provide private access to a phone.

“Do you need to seek medical treatment?” Saint Michael’s Hospital has trained nurses to assess and treat injuries, they provide compassionate exams, and can connect you to additional support resources.”

Well-being

“The University and community offers a wide range of resources and support. Confidential resources for crisis and ongoing counseling and support, both at the University and in the local community. I strongly urge you to seek help. You may also seek assistance from the Title IX Coordinator or Dean of Students (Deputy Title IX Coordinator) with certain interim measures (designed to address your safety, well-being and continued access to University programs and activities), and/or protective measures; these may include no-contact directives, academic or work modifications, and relocation of living or working space.”

Note: Have an idea for an interim measure? Discuss your idea with the Title IX Coordinator or Deputy Coordinator prior to discussing and offering to the student.

- 5. Tell them they may also report the incident to law enforcement.**

“You may also decide at any time to make a report to law enforcement. The law enforcement process is completely independent from the University’s process. If you decide

Talking Points for “Responsible Employees” – Title IX



University of Wisconsin
Stevens Point

to report the incident to law enforcement, the sooner you do so, the more evidence there will be when the police investigate.”

Adapted from <http://www.virginia.edu/justreportit/titleix-vawa/faculty-staff/talking-points-responsible>

Confidential Resources and Reporting

Information shared with the below confidential resources is completely confidential.

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Confidential Reporting, can be found on the Dean of Students website:

<https://www.uwsp.edu/dos/sexualassault/Pages/How-to-Report-Sexual-Assault.aspx>

Click **Report a Concern**.

Report a Concern

Additional Reporting Resources:

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