

Mandated Reporter Training

Presented by the Civil Rights/Title IX team



Who are Mandated Reporters?

- All Alma College faculty and staff are considered mandated reporters with the exception of campus Chaplains and the Wilcox Medical Center staff.
- Additionally some student roles, including all of those in Student Affairs are mandated reporters.



Alma College Policy on Discriminatory Harassment

- Alma College will not discriminate against any employee or applicant for employment, student or applicant for admission on the basis of race, color, **sex**, religion, national or ethnic origin, physical or mental disability, pregnancy status, age, height, weight, marital status, sexual orientation, gender, gender identity, parental status, pregnancy or related condition, arrest record, genetic information, or any other protected category under applicable local, state or federal laws. Students, staff, and faculty are entitled to a working environment and educational environment free of discriminatory harassment.



What Does it Mean to be a Mandated Reporter?

- As a mandated reporter you must report any discrimination, harassment, or sexual misconduct to the Civil Rights/Title IX team **within 24 hours of receiving the information**.
 - This includes all alleged Civil Rights violations, not just alleged Title IX violations.
- **You cannot be a confidential resource** when you learn of instances of discrimination, harassment, or sexual misconduct. You must report.



What Does it Mean to be a Mandated reporter?

- You can serve as an advisor for someone who comes to you.
- You can continue to offer support for the person who shared the report.
- You should not share the report with anyone other than the Civil Rights/Title IX team, including direct supervisors.
- By reporting you are helping the Civil Rights/Title IX team provide support and resources to those who may need them.



What are the Consequences of Not Reporting?

- The Office of Civil Rights (OCR) does not tolerate deliberate indifference on the part of colleges or universities. If a mandated reporter “knew or should have known” and did not report it can be considered deliberate indifference.
- Not reporting may lead to termination of employment or other significant consequences.
- You and the college may be subject to legal action.



How do I Report?

- File a report at alma.edu/protect-respect-our-scots-civil-rights/
This is the preferred method for reporting. These reports will be sent to the Civil Rights/Title IX team.
- Questions or unsure whether or not to report? Call or email someone on the Civil Rights/Title IX team
 - When in doubt, report!



How do I Keep Good Relationships as a Mandated Reporter?

- Be up front about your reporting requirement.
- Don't pry – let people choose how much to share with you.
- Humanize the Title IX team
 - Build trust, share our names
 - Offer to introduce people to us
- Continue to interact as normally as possible with the parties.
- Keep the report private – don't share it around campus.
- Offer confidential spaces to talk (Wilcox Health Center and Chaplains.)



Who Can I Report to?

Civil Rights/ Title IX Team



Civil Rights/Title IX Coordinator:
Dave Blandford
Director of Student Engagement

Deputy Civil Rights/Title IX Coordinators:



Alice Kramer
Assistant VP of Student Engagement



Dr. Jonathan Glenn
Director of Diversity & Inclusion



Kiana Verdugo
Assistant VP for Athletics



Dr. Bri Harfmann
Assistant Professor
I.P.H.S

