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| **SOUTHWEST MINNESOTA STATE UNIVERSITY** **QUICK REFERENCE LIST FOR STUDENT CONCERNS**  |
| **Concern or Allegation** | **Where to get support for this at SMSU** | **How to make a report for this at SMSU** | **Related policies** **(college, university, or system)**  |
| Immediate emergency  | **In an emergency, call 911. On-Campus dial 9-911.** |
| Mental health | **Student-Counseling Office** | Sara Fier/Diane Stieper/Julie Kautz - Counseling Services, sara.fier@smsu.edu or diane.stieper@smsu.edu orJulie.kautz@smsu.edu507-537-7150, BA 156 | **Board Policy 1B.4** Access and Accommodations for Individuals with Disabilities |
| Disabilities | **Disability Resources Office** | Pam Ekstrom, Director of Disability Resources, BA 246, 507-537-6492Pam.Ekstrom@smsu.edu | **Board Policy 1B.4** Access and Accommodations for Individuals with Disabilities |
| Immigration and refugee status | **International Student Services** | Michael Kurowski, Interim Director of International Student Services, SC 237 michael.kurowski@smsu.edu 507-537-6018 | **A Guide to Supporting Safe and Inclusive Campus Climates** [**https://www.minnstate.edu/system/equity/docs/guide\_supporting-safe-and-inclusive-campus-climates-02-14-2017-final.pdf**](https://www.minnstate.edu/system/equity/docs/guide_supporting-safe-and-inclusive-campus-climates-02-14-2017-final.pdf) |
| Discrimination based on protected classHarassment based on protected class  | **The Office of Human Resources/University Public Safety** **Office/ Senior Administrator/Assistant Athletic Director** | Nancy Olson, Title IX Coordinator 507-537-6544, BA 269Nancy.Olson@smsu.eduDave Hemp, Deputy Title IX Coordinator for Students, FH B-18507-537-6470 Dave.Hemp@smsu.eduAllison Monson, Senior Women’s Administrator/Associate Athletic Director 507-537-7133, FH 327Allison.monson@smsu.edu | **Board Policy 1B.1** Equal Opportunity and Nondiscrimination in Employment and Education**System Procedure 1B.1.1** Report/Complaint of Discrimination/Harassment Investigation and Resolution |
| Sexual assault | **The Office of Human Resources/ University Public Safety** **Office/ Senior Administrator/Assistant Athletic Director** | New Horizons Crisis Center, SS 227, 507-537-6817 (Office Hours) or 507-532-5764/800-881-7493 (24 hours).New\_Horizons\_Crisis\_Center@smsu.eduNancy Olson, Title IX Coordinator 507-537-6544, BA 269 Nancy.Olson@smsu.eduDave Hemp, Deputy Title IX Coordinator for Students 507 537-6470, FH B-18 Dave.Hemp@smsu.eduAllison Monson, Senior Women’s Administrator/Associate Athletic Director 507-537-7133, FH 327allison.monson@smsu.edu | **Board Policy 1B.3** Sexual Violence Policy**System Procedure 1B.3.1** Response to Sexual Violence Procedure |
| Student code of conduct violations (including bullying, hate crimes, and physical violence) |  **University Public Safety**  **Office/ Judicial Affairs**  **Coordinator/Dean of Students** | University Public Safety507-537-7252, FH B-16Dave Hemp, Judicial Affairs Coordinator 507-537-6470, FH B-18 dave.hemp@smsu.eduScott Crowell, Dean of Students507-537-6844 Scott.crowell@smsu.eduFH 217 | **Board Policy 3.6** Student Conduct **System Procedure 3.6.1** Student Conduct |
| Other complaints and grievances | **Dean of Students** | Scott Crowell, Dean of Students507-537-6844 Scott.crowell@smsu.eduFH 217  | **Board Policy 3.8** Student Complaints and Grievances**System Procedure 3.8.1** Student Complaints and Grievances |

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| **SOUTHWEST MINNESOTA STATE UNIVERSITY** **QUICK REFERENCE LIST FOR EMPLOYEE CONCERNS**  |
| **Concern or Allegation** | **Where to get support for this at SMSU**  | **How to make a report for this at SMSU**  | **Related policy or agreement** **(state, college, university or system)**  |
| Immediate emergency | In an emergency, call 911. On-Campus dial 9-911. |
| Mental health | Human Resources Office, or Employee Assistance Program <https://www.mn.gov/mmb/segip/health-solutions/employees/eap/>1-800-657-3719 | Nancy Olson, Chief Human Resources Officer (CHRO) 507-537-6544, BA 269 Nancy.Olson@smsu.edu | **Board Policy 1B.4** Access and Accommodations for Individuals with Disabilities |
| Disabilities | **The Office of Human Resources** | Nancy Olson, Chief Human Resources Officer (CHRO) 507-537-6544, BA 269 Nancy.Olson@smsu.edu | **Board Policy 1B.4** Access and Accommodations for Individuals with Disabilities |
| Immigration and refugee status | **The Office of Human Resources** | Nancy Olson, Chief Human Resources Officer (CHRO) 507-537-6544, BA 269 Nancy.Olson@smsu.edu | **A Guide to Supporting Safe and Inclusive Campus Climates** [**https://www.minnstate.edu/system/equity/docs/guide\_supporting-safe-and-inclusive-campus-climates-02-14-2017-final.pdf**](https://www.minnstate.edu/system/equity/docs/guide_supporting-safe-and-inclusive-campus-climates-02-14-2017-final.pdf) |
| Discrimination based on protected classHarassment based on protected class | **The Office of Human Resources/University Public Safety Office/ Senior Administrator/Assistant Athletic Director** | Nancy Olson, Title IX Coordinator 507-537-6544, BA 269 Nancy.Olson@smsu.eduMike Munford, Deputy Title IX Coordinator for Employees 507-537-7858, FH B-18 Mike.munford@smsu.eduAllison Monson, Senior Women’s Administrator/Associate Athletic Director 507-537-7133, FH 327 Allison.monson@smsu.edu | **Board Policy 1B.1** Equal Opportunity and Nondiscrimination in Employment and Education**System Procedure 1B.1.1** Report/Complaint of Discrimination/Harassment Investigation and Resolution |
| Sexual assault |  **The Office of Human Resources/University Public Safety Office/Senior Administrator/Assistant Athletic Director** | New Horizons Crisis Center, SS 227, 507-537-6817 (Office Hours) or 507-532-5764/800-881-7493 (24 hours).New\_Horizons\_Crisis\_Center@smsu.eduNancy Olson, Title IX Coordinator 507-537-6544, BA 269 Nancy.Olson@smsu.eduMike Munford, Deputy Title IX Coordinator for Employees 507-537-7858, FH B-18 Mike.munford@smsu.eduAllison Monson, Senior Women’s Administrator/Associate Athletic Director 507-537-7133, FH 327 Allison.monson@smsu.edu | **Board Policy 1B.3** Sexual Violence Policy**System Procedure 1B.3.1** Response to Sexual Violence Procedure |
| Employee code of conduct violations  | **The Office of Human Resources/University Public Safety Office** | Nancy Olson, CHRO 507-537-6544, BA 269 Nancy.olson@smsu.edu Mike Munford, Director of University Public Safety 507-537-7858, FH B-18 mike.munford@smsu.edu  | **Board Policy 1C** Code of Conduct and Ethics **System Procedure 1C.0.1** Employee Code of Conduct |
| Other complaints and grievances | **The Office of Human Resources** | Nancy Olson, CHRO 507-537-6544, BA 269 Nancy.Olson@smsu.edu  | **System Procedure 1C.0.2**Respectful Workplace <http://www.minnstate.edu/board/procedure/1c0p2.html> |