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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](mailto:sara.fier@smsu.edu) or [diane.stieper@smsu.edu](mailto:diane.stieper@smsu.edu) or  Julie.kautz@smsu.edu  507-537-7150, 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, 507-537-6492  [Pam.Ekstrom@smsu.edu](mailto:Pam.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 class  Harassment 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.edu](mailto:Nancy.Olson@smsu.edu)  Dave Hemp, Deputy Title IX Coordinator for Students, FH B-18  507-537-6470  [Dave.Hemp@smsu.edu](mailto:Dave.Hemp@smsu.edu)  Allison Monson, Senior Women’s Administrator/Associate Athletic Director 507-537-7133, FH 327  [Allison.monson@smsu.edu](mailto: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.edu](mailto:New_Horizons_Crisis_Center@smsu.edu)  Nancy Olson, Title IX Coordinator 507-537-6544, BA 269 [Nancy.Olson@smsu.edu](mailto:Nancy.Olson@smsu.edu)  Dave Hemp, Deputy Title IX Coordinator for Students 507 537-6470, FH B-18 [Dave.Hemp@smsu.edu](mailto:Dave.Hemp@smsu.edu)  Allison 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 |
| Student code of conduct violations (including bullying, hate crimes, and physical violence) | **University Public Safety**  **Office/ Judicial Affairs**  **Coordinator/Dean of Students** | University Public Safety  507-537-7252, FH B-16  Dave Hemp, Judicial Affairs Coordinator 507-537-6470, FH B-18 dave.hemp@smsu.edu  Scott Crowell, Dean of Students  507-537-6844 [Scott.crowell@smsu.edu](mailto:Scott.crowell@smsu.edu)  FH 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 Students  507-537-6844 [Scott.crowell@smsu.edu](mailto:Scott.crowell@smsu.edu)  FH 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](mailto: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](mailto: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](mailto: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 class  Harassment 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.edu](mailto:Nancy.Olson@smsu.edu)  Mike Munford, Deputy Title IX Coordinator for Employees  507-537-7858, FH B-18 [Mike.munford@smsu.edu](mailto:Mike.munford@smsu.edu)  Allison Monson, Senior Women’s Administrator/Associate Athletic Director 507-537-7133, FH 327 [Allison.monson@smsu.edu](mailto: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.edu](mailto:New_Horizons_Crisis_Center@smsu.edu)  Nancy Olson, Title IX Coordinator 507-537-6544, BA 269 [Nancy.Olson@smsu.edu](mailto:Nancy.Olson@smsu.edu)  Mike Munford, Deputy Title IX Coordinator for Employees  507-537-7858, FH B-18 [Mike.munford@smsu.edu](mailto:Mike.munford@smsu.edu)  Allison Monson, Senior Women’s Administrator/Associate Athletic Director 507-537-7133, FH 327 [Allison.monson@smsu.edu](mailto: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](mailto:Nancy.olson@smsu.edu)  Mike Munford, Director of University Public Safety  507-537-7858, FH B-18 [mike.munford@smsu.edu](mailto: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](mailto:Nancy.Olson@smsu.edu) | **System Procedure 1C.0.2**  Respectful Workplace <http://www.minnstate.edu/board/procedure/1c0p2.html> |