

Southwest Minnesota State University
QUICK REFERENCE LIST FOR STUDENT CONCERNS

Concern or Allegation	Where to Get Support at SMSU	Who to Contact at SMSU to Make a Report	Related Policy or agreement
Immediate Emergency	In an emergency, call 911. On-campus, dial 9-911.		
<u>Mental Health</u>	SMSU Counseling & Testing Services Sara Fier: sara.fier@smsu.edu Diane Stieper: diane.stieper@smsu.edu 507-537-7150 BA 156		Board Policy 1B.4 Access and Accommodations for Individuals with Disabilities
<u>Disabilities</u>	Disability Services Pam Ekstrom, Director of Disability Services: pam.ekstrom@smsu.edu 507-537-6492 BA 246		Board Policy 1B.4 Access and Accommodations for Individuals with Disabilities
<u>Immigration & Refugee Status</u>	International Student Services Don Robertson, Director of International Student Services don.robertson@smsu.edu 507-537-6699 SC 237		A Guide to Supporting Safe and Inclusive Campus Climates http://minnstate.edu/system/equity/docs/safeandinclusiveguide.pdf
<u>Discrimination Based On Protected Class</u> <u>Harassment Based on Protected Class</u>	Nancy Olson, Title IX Coordinator nancy.olson@smsu.edu 507-537-6544 BA 269 Dave Hemp, Deputy Title IX Coordinator for Students dave.hemp@smsu.edu 507-537-6470 FH B-20 Jamie Dunn, Senior Women’s Administrator/Assistant Athletic Director jamie.dunn@smsu.edu 507-537-7264 FH 310		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
<u>Sexual Assault</u>	New Horizons Crisis Center New_Horizons_Crisis_Center@smsu.edu 507-537-6817 (Office Hours) or 507-532-5764/800-881-7493 (24 hours) SS 207	Nancy Olson, Title IX Coordinator nancy.olson@smsu.edu 507-537-6544 BA 269 Dave Hemp, Deputy Title IX Coordinator for Students dave.hemp@smsu.edu 507-537-6470 FH B-20 Jamie Dunn, Senior Women’s Administrator/Assistant Athletic Director jamie.dunn@smsu.edu 507-537-7264 FH 310	Board Policy 1B.3 Sexual Violence Policy System Procedure 1B.3.1 Response to Sexual Violence Procedure
<u>Student Code of Conduct Violations</u> <i>(including bullying, hate crimes & physical violence)</i>	New Horizons Crisis Center New_Horizons_Crisis_Center@smsu.edu 507-537-6817 (Office Hours) or 507-532-5764/800-881-7493 (24 hours) SS 207	University Public Safety 507-537-7252 FH B-16 Michael Kurowski Judicial Affairs Coordinator michael.kurowski@smsu.edu 507-537-6038 SC 234 Scott Crowell Dean of Students scott.crowell@smsu.edu 507-537-6844 FH 217	Board Policy 3.6 Student Conduct System Procedure 3.6.1 Student Conduct
<u>Other Complaints & Grievances</u>	Dean of Students Scott Crowell scott.crowell@smsu.edu 507-537-6844 FH217		Board Policy 3.8 Student Complaints and Grievances System Procedure 3.8.1 Student Complaints and Grievances

Southwest Minnesota State University
QUICK REFERENCE LIST FOR EMPLOYEE CONCERNS

Concern or Allegation	Where to Get Support at SMSU	Who to Contact at SMSU to Make a Report	Related Policy or agreement
Immediate Emergency	In an emergency, call 911. On-campus, dial 9-911.		
<u>Mental Health</u>	Human Resources Office, or Employee Assistance Program https://mn.gov/mmb/segment/health-solutions/employees/eap/ 1-800-657-3719	Nancy Olson, Chief Human Resources Officer (CHRO) nancy.olson@smsu.edu 507-537-6544 BA 269	Board Policy 1B.4 Access and Accommodations for Individuals with Disabilities
<u>Disabilities</u>	The Office of Human Resources	Nancy Olson, Chief Human Resources Officer (CHRO) nancy.olson@smsu.edu 507-537-6544 BA 269	Board Policy 1B.4 Access and Accommodations for Individuals with Disabilities
<u>Immigration & Refugee Status</u>	The Office of Human Resources	Nancy Olson, Chief Human Resources Officer (CHRO) nancy.olson@smsu.edu 507-537-6544 BA 269	A Guide to Supporting Safe and Inclusive Campus Climates http://minnstate.edu/system/equity/docs/safeandinclusiveguide.pdf
<u>Discrimination Based On Protected Class</u> <u>Harassment Based on Protected Class</u>	Nancy Olson, Title IX Coordinator nancy.olson@smsu.edu 507-537-6544 BA 269 Mike Munford, Deputy Title IX Coordinator for Employees mike.munford@smsu.edu 507-537-6470 FH B-18 Jamie Dunn, Senior Women’s Administrator/Assistant Athletic Director jamie.dunn@smsu.edu 507-537-7264 FH 310		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
<u>Sexual Assault</u>	New Horizons Crisis Center New_Horizons_Crisis_Center@smsu.edu 507-537-6817 (Office Hours) or 507-532-5764/800-881-7493 (24 hours) SS 207	Nancy Olson, Title IX Coordinator nancy.olson@smsu.edu 507-537-6544 BA 269 Mike Munford, Deputy Title IX Coordinator for Employees mike.munford@smsu.edu 507-537-6470 FH B-18 Jamie Dunn, Senior Women’s Administrator/Assistant Athletic Director jamie.dunn@smsu.edu 507-537-7264 FH 310	Board Policy 1B.3 Sexual Violence Policy System Procedure 1B.3.1 Response to Sexual Violence Procedure
<u>Employee code of conduct violations</u>	Nancy Olson, Title IX Coordinator nancy.olson@smsu.edu 507-537-6544 BA 269 Mike Munford, Deputy Title IX Coordinator for Employees mike.munford@smsu.edu 507-537-6470 FH B-18		Board Policy 1C Code of Conduct and Ethics System Procedure 1C.0.1 Employee Code of Conduct
<u>Other Complaints & Grievances</u>	The Office of Human Resources Nancy Olson, Chief Human Resources Officer (CHRO) nancy.olson@smsu.edu 507-537-6544 BA 269		Minnesota Management and Budget Respectful Workplace Policy Employees may address contract-related grievances through their designated grievance representative. Other complaints may be addressed directly to the human resources office.