ARE YOU AN INDIVIDUAL WITH REPORTING OBLIGATIONS (IRO)?

Answer these questions to find out!

**Do you hold any of the following positions?**
- Regent
- President
- Executive Officers
- Chancellor/Vice Chancellor
- Vice Provosts
- Deans
- Department Chair
- Athletic Director or Varsity Head Coach
- ECRT Director and/or Title IX Coordinator
- Professional Staff in Student Life/Affairs who are responsible for discipline/sanctions/remedies in non-academic matters

**YES**

You are an IRO!

You must report any and all details of sexual misconduct to ECRT within 48 hours, regardless of the context in which you learned the information. **You are not exempt from reporting in any situation.**

**NO**

Do you hold any of the following positions?
- Associate or Assistant Executive Officer
- Vice, Associate or Assistant Dean
- Associate or Assistant Department Chair
- Graduate Chair
- Undergraduate Chair
- Human resources staff member handling employment matters (not clerical or transactional)

**YES.**

You are an IRO!

Do you have the authority to:
- Hire
- Transfer
- Suspend
- Layoff
- Recall
- Promote
- Discharge
- Reward
- Discipline

**YES.**

You are an IRO!

Are you a student employee in the following departments?
- Housing
- Student Life/Student Affairs
- DPSS (or DPS on the Flint and Dearborn campuses)
- ECRT
- Athletics
- Human Resources

**YES.**

You are an IRO!

Are you a faculty or staff member in the following departments (excepting clerical/custodial/dining/maintenance staff)?
- Division of Student Life/Student Affairs
- Athletics
- Equity, Civil Rights and Title IX Office
- Division of Public Safety and Security (or DPS on the Dearborn and Flint campuses)

**YES.**

You are an IRO!

Do you accompany students on University-related travel abroad or serve as a faculty or staff advisor to a sponsored/registered/recognized student organization?

**YES.**

You are an IRO!

**ONE MORE THING!**

You are not required to report if you learned information:
- At a sexual misconduct awareness event
- During a classroom discussion, in an assignment for class, in discussion outside of class, or as part of a research project directly related to the class
- During a non-minor participant’s involvement as a subject in an IRB-approved human subjects research protocol (“IRB Research”),
- During a discussion in a peer support group organized and offered by a CONFIDENTIAL RESOURCE, when the IRO is a member of the peer support group.

You are not an IRO, but can still report concerns to ECRT!