

# FACULTY SYLLABI CARVE-OUT

AS APPROVED BY FSU FACULTY SENATE AND THE OFFICE FOR CIVIL RIGHTS

In collaboration with the Office of Gender Equity, FSU Faculty Senate, and the Department of Education's Office for Civil Rights, an update was made to University policy regarding the reporting obligations of disclosures of sexual misconduct in classroom discussions, assignments, and approved research. As the statement below describes, should an FSU student disclose that they have experienced gender-based harassment, sexual misconduct, relationship violence, and/or stalking in the confines of open discussion in the classroom, within a class assignment, or as a part of University-approved research, the disclosure **does not** have to be reported to the Office of Gender Equity.

However, please be aware this exemption **does not apply** to the reporting of child abuse and neglect, as required by the State of Maryland.

Please also be conscious that disclosures made before or after class, in an email exchange with a faculty member, during an advising appointment, during a conversation outside of class, or in any context outside of the educational environment of their class, **disclosures must be reported immediately to the Office of Gender Equity**. To report such disclosures, please complete the online form at [www.frostburg.edu/report](http://www.frostburg.edu/report).

Should you have any questions or concerns about this update, please contact the Title IX Coordinator at [titleix@frostburg.edu](mailto:titleix@frostburg.edu). For more information on how to support students as a faculty member, please visit <https://www.frostburg.edu/titleix/information-for-faculty/>.

## REQUIRED SYLLABUS LANGUAGE

Frostburg State University and its faculty are committed to maintaining a safe learning environment and supporting survivors of violence. To meet this commitment and comply with federal and state law, FSU requires all faculty and staff (other than the confidential employees in CAPS and Brady Health) to report any instances of gender-based harassment, sexual misconduct, relationship violence, or stalking against students. This means if you share your or another FSU student's experience with gender-based harassment, sexual misconduct, relationship violence, or stalking, I have a duty to report the information to the University's Title IX Coordinator. The only exception to my reporting obligation is when such incidents are communicated during class discussion, as part of an assignment for a class, or as part of a University-approved research project.

Faculty and staff are also obligated to report allegations of child abuse and neglect to University Police and to Child Protective Services. This obligation extends to disclosures of past abuse even if the victim is now an adult and the abuser is deceased. My duty to report suspected child abuse and neglect extends to disclosures that are made as part of classroom discussions and in writing assignments.

If you or someone you know has experienced an incident of harassment or violence, please go to [www.frostburg.edu/titleix](http://www.frostburg.edu/titleix) to find information on reporting options and the resources and services available for support.