Faculty Resources for Students

- **CARE team** with the Dean of Student Life’s Office—refer a student to the CARE team if you have concerns about a student or a student’s behavior. Faculty are not trained to assist student in crises and the CARE team has experts that assess and assist students. Best response, “I am sorry you are experiencing this. I am going to refer you to the experts on campus that can assist you.”

- **Disability Resource Center** (DRC): if a student requests an accommodation in their academics refer the student to the DRC. Faculty should not ask students if they have a disability or what is their disability. If a student has been granted accommodations in the course, the faculty member will receive an email from the DRC listing the accommodations that student has been granted for the particular course. If a faculty member does not believe the accommodations that have been granted by the DRC are feasible for the course, the faculty member should contact the DRC directly to discuss. A student and faculty member may discuss the accommodations to best determine how to provide them. For more information see the faculty/staff resources.

Faculty members should include a **DRC statement** on their syllabi.

- **Employment accommodations**: including student employment accommodations If employees request accommodations or any medical leave, please contact the Leaves/Accommodations team in HR.

- **Accessible Electronic material, websites and technology**: All websites, pdfs and other forms or course material should be accessible consistent with PSU Electronic and Information Technology Policy. (waiting from President’s signature) The DRC will assist with course material consistent with student accommodations.

- **Disclosure of a sexual assault or harassment/Title IX**: Faculty are obligated to report any disclosed incident of sexual harassment, sexual assault, stalking, sexual exploitation or dating/domestic violence to either PSU’s Title IX Coordinator or the Dean of Student Life’s Office. You should also provide the student with the resource page and let the student know they may access a confidential advocate. Information for the advocate is on the resource page. Title IX incident can include incidents between students, or between students and faculty members or employee to employee. You are obligated to report any Title IX incident you learn of. If a student starts to disclose information about a Title IX incident, interrupt the student and let them now you are obligated to report. For example,

  “Thank you for coming to talk to me. Before you start talking to me about anything that you want to keep confidential, I want to make sure you know that I have certain reporting obligations as a faculty/staff member. I am obligated to
report to university officials any information I receive about discrimination or harassment, including sexual harassment and sexual misconduct/assault. If you would like to speak to someone confidentially at PSU then you can speak with a Confidential Advocate in the Women’s Resource Center or at one of the resource centers. The Title IX Coordinator and other university officials will keep this matter private but will also make sure you get the right support.

I am providing you with a list of resources available on campus.”

Faculty should include a Title IX statement on their syllabi. For more information Faculty and Staff Resources page and the syllabi statement is at the end of the full first paragraph of this webpage.

- Illuminate, PSU student sexual violence prevention programing, uses the power of prevention education to promote healthy relationships and sexuality by addressing the underlying social determinants of violence and to create equal and respectful relationships.
  - Don’t Cancel Class: Illuminate or SHAC health promotion will cover a class with a workshop on healthy relationship or other health promotions.

- **Student Pregnancy Accommodations:** Faculty may work out adjustments in a student’s academic due to pregnancy with the student directly. However, if the student and the faculty member is not able to come to an agreement, the Director of Services of Students with Children will assist with the interactive process. A faculty member may contact the Director or refer the student to the Services for Student with Children. See the Student Pregnancy and Postpartum policy. (waiting for President’s signature.)

- **Student Religious Accommodations:** If a student requests religious accommodations, the faculty member and student may work out the accommodations directly. If the student and faculty member are not able to work out the accommodations, Brian Paez, in the Dean of Student Life’s office may assist with an interactive process to determine reasonable accommodations. For employee religious accommodations, including student employees, please contact HR. See Religious Accommodations Policy

- **Consensual Relationship Policy:** If a student and faculty member (or any supervisor/supervisee–i.e. Chair of a Department and faculty member in that department) engage in a consensual relationship the parties must report the relationship to their Chair, supervisor, OAA or HR. The parties then enter into a Consensual Relationship agreement to remove conflicts of interests. Failure to report can result in discipline.

- **Student conduct and academic integrity:** The Dean of Student Life investigates complaints against students. A faculty member may report a student to the Assistant Dean, Director of Community Standards in the Dean of Student Life to determine if a
student violated the Student Code of Conduct. You may contact the DOSL’s office at or file a written complaint.

- **Global Diversity and Inclusion (GDI)**
  - **Equity and Compliance (OEC)** Investigates complaints against faculty and staff and assist with complaints against third parties pertaining to including PSU’s Prohibited Discrimination and Harassment Policy, Religious Accommodations Policy, and Reasonable Accommodation/Access Policy. Faculty are also obligated to report any form of discrimination or discriminatory harassment to either Julie Caron, Associate Vice President, Title IX and ADA/504 Coordinator or Yesenia Gutierrez, Director of EO/AA for concerns of discrimination and harassment. Faculty may also consult with OEC for their own concerns. To file a complaint see Equity and Compliance’s Complaint web page.
  - **Diversity Education and Learning:** To be a truly inclusive and welcoming campus it is crucial that we recognize the importance of a growth mindset for all members of our community. Whether administrators, faculty, staff, or students, we are challenged to continue to evolve alongside our campus community. Academic freedom and social justice are not mutually exclusive. GDI provides various workshops to advance the campus communities cultural responsiveness, including implicit bias, micro-aggressions, culturally responsive pedagogy and curricullum and other diversity education. See Seeking Diversity Education web page. (currently down)
  - **Diversity and Multicultural Student Services**
    Diversity and Multicultural Student Services (D.M.S.S) mission is to provide an accessible, inclusive environment that enriches the university experience and engages students, their families, and the community. We serve and empower student populations whose access, retention, academic success, and graduation are most challenged by socio-historical factors and contemporary inequities. Our values are: Community, Equity and Diversity.
    - Student retention services and programs
    - Cultural Resource Centers
    - Veteran’s Resource Center

- **Queer Resource Center**
  The Queer Resource Center's vision is to facilitate a campus environment such that Portland State University is the higher education destination of choice for students, staff, and faculty along the sexuality and gender spectrum.
    - **Resources, including**
      - Location of all gender restrooms
      - Trans Resources and Preferred name options
      - Queer Students of Color
      - Confidential Advocates
      - Queer Academic Support
    - **Trainings** for faculty, staff and student