# University Resources and Protocols

**Be a part of the solution by reporting wrongdoing.**

**If you see something, say something.**

All students and employees are encouraged to [report](https://universityethics.psu.edu/resources-reporting-wrongdoing) potential issues related to misconduct and violations of University Policy.

 Be aware that some people are REQUIRED to report incidents of sexual or gender-based harassment or misconduct as well as cases of child abuse.

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## EXAMPLES OF MISCONDUCT:

* Abusive or intimidating behavior that creates a hostile or offensive environment
* Cheating, plagiarism, or other violations of academic integrity
* Discrimination
* Financial misconduct (falsifying expense reports, embezzlement)
* Research misconduct
* Stealing, theft, or misuse of University services or resources
* Substance abuse by an employee or student
* Sexual assault, harassment, or misconduct
* Violations of University policy and the [Student Code of Conduct](https://studentaffairs.psu.edu/support-safety-conduct/student-conduct/code-conduct)
* Violations of local, state, federal, and international laws and regulations that you encounter during your work at the University
* Violations of University environmental health and safety policies

If you witness or are a victim of misconduct and make a report, be assured that the University will work to hold individuals accountable and to [**protect you from retaliation**](https://policy.psu.edu/policies/ad67).

Have questions before you report?

More information on Resources for Reporting here

Contact the Office of Ethics and Compliance at 814-867-5008 or psoec@psu.edu

Prefer to remain anonymous? Use the 24/7 Penn State Hotline or call 800-560-1637

**Before you report, consider the following:**

Is it a policy violation?

Is it an emergency?

Review appropriate [policies](https://policy.psu.edu/policies).

[Student Code of Conduct](https://studentaffairs.psu.edu/support-safety-conduct/student-conduct/code-conduct)

**Key policies related to team dynamics in the field**

[SY101Environmental Health and Safety Policy](https://policy.psu.edu/policies/sy01)

[AD85 Title IX Sexual Harassment](https://policy.psu.edu/policies/ad85)

[AD91 Discrimination and Harassment and Related Inappropriate Conduct](https://policy.psu.edu/policies/ad91)

In an emergency, call **911** or Penn State Police at [**University Park**](https://www.police.psu.edu/police).

* Report a non-emergency crime, call Penn State Police at **814-863-1111** or use the [**online form**](https://www.police.psu.edu/report-crime).

Penn State’s [**Responsible Action Protocol**](https://studentaffairs.psu.edu/support-safety-conduct/student-conduct/students-and-organizations/all-about-alcohol) allows students to report alcohol- and drug-related emergencies to the appropriate authorities without facing University conduct action. Learn more about the [**requirements of the protocol**](https://studentaffairs.psu.edu/support-safety-conduct/student-conduct/students-and-organizations/all-about-alcohol).

Is it a policy violation?

All violations can be reported through the 24/7 [Penn State Hotline](https://universityethics.psu.edu/penn-state-hotline) or calling 1-800-560-1637

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To report specific types violations, reports can be made to In addition to making a report directly to the appropriate department/person, all violations also can be reported through the 24/7 [Penn State Hotline](https://universityethics.psu.edu/penn-state-hotline) or by calling **800‑560‑1637.**



**Student Misconduct**

[Office of Student Conduct](https://studentaffairs.psu.edu/conduct)

814-863-0342

[report online](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Fcm.maxient.com%2Freportingform.php%3FPennState%26layout_id%3D0&data=05%7C01%7Cmgm5568%40psu.edu%7Cea4451d033bd499ed13708da39b2d8e2%7C7cf48d453ddb4389a9c1c115526eb52e%7C0%7C0%7C637885737557403493%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=msSG0iBTgQ%2FpBVc0cBwz0qFMAUQ2oMCd7KDMMF0tfJM%3D&reserved=0)

**General Discrimination or Harassment**

**By Employees**- [Affirmative Action Office](https://affirmativeaction.psu.edu/)

814-863-0471

**By Students**- [Report Bias website](https://reportbias.psu.edu/)

814-863-0324

**Research Misconduct**

[Office of Research Protections](https://www.research.psu.edu/orp)

814-865-1775

researchconcerns@psu.edu

**Behavioral Threat**

[Behavioral Threat Management Team](https://btmt.psu.edu/)

814-863-2868

[report online](https://cm.maxient.com/reportingform.php?PennState&layout_id=2)

**Environmental Health and Safety Misconduct**

[Department of Environmental Health & Safety](https://ehs.psu.edu/)

814-865-6391

ehshelp@psu.edu

[report online](https://ehs.psu.edu/contact-us)

**Sexual Abuse or Sexual Harassment**

[Office of Sexual Misconduct Prevention and Response](https://titleix.psu.edu/)

814-863-0471

What happens after reporting a violation?

Penn State takes your concerns seriously. All reports are referred to the appropriate department for review. To best serve you, please provide as much detail as you are able regarding your concerns in order to help the University conduct a thorough review. Due to the confidential nature of any investigation, findings and subsequent action must remain confidential and, in most instances, cannot be shared with the person reporting.

The behavioral threat management team reviews all concerning, troublesome, or threatening behavior, with the objective of providing violence prevention through early identification and mitigation of potential threats.

All behavioral threat reports are documented for follow up and case management…based on the nature, police interaction may be necessary.

Stand for state bystander program

<https://studentaffairs.psu.edu/stand-state>

<https://studentaffairs.psu.edu/community-belonging/get-involved/stand-state/take-action>

**University Policies on Title IX and Discrimination:**

It is the policy of the University to maintain an environment free of harassment and discrimination against any person because of age, race, color, ancestry, national origin, religion, creed, service in the uniformed services (as defined in state and federal law), veteran status, sex, sexual orientation, marital or family status, pregnancy, pregnancy-related conditions, physical or mental disability, gender, perceived gender, gender identity, gender expression, genetic information, or political ideas.

Discriminatory conduct and harassment, as well as sexual misconduct and relationship violence, violates the dignity of individuals, impedes the realization of the University’s educational mission, and will not be tolerated.

Title IX of the Education Amendments of 1972, commonly referred to as “Title IX,” protects individuals from discrimination on the basis of their sex or gender in any educational program that receives federal funding.

[Responsible employees](https://titleix.psu.edu/faculty-and-staff-resources/) are **required** to report information related to incidents of sexual and gender-based harassment and misconduct to the Title IX Coordinator. Therefore, it is important that these individuals **do not guarantee confidentiality.**

Suzanne Adair, Interim Title IX Coordinator
222 Boucke Building
University Park, PA 16802
(814) 867-0099   titleix@psu.edu

Students who wish that details of an incident be kept confidential may speak with a [Confidential Resource](https://titleix.psu.edu/confidential-resources/).

Resources for offering support to survivors of sexual or gender-based harassment and assault can be found [here](https://titleix.psu.edu/offer-support/)

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| Resources |
| * [**Student Code of Conduct**](https://studentaffairs.psu.edu/support-safety-conduct/student-conduct/code-conduct)
* [**By-laws of the Pennsylvania State University (section 8.13)**](https://www.psu.edu/news/administration/story/employees-reminded-disclose-conflicts-interest/)
* [**HR91 Conflict of Interest**](https://policy.psu.edu/policies/hr91)
* [**AC80 Outside Business Activities and Private Consulting**](https://policy.psu.edu/policies/ac80)
* [**AD67 Disclosure of Wrongful Conduct and Protection From Retaliation**](https://policy.psu.edu/policies/ad67)
* [**AD72 Reporting Suspected Child Abuse**](https://policy.psu.edu/policies/ad72)
* [**AD74 Compliance with Clery Act**](https://policy.psu.edu/policies/ad74)
* [**AD77 Engaging in Outside Professional Activities (Conflict of Commitment)**](https://policy.psu.edu/policies/ad77)
* [**AD78 Threats to Campus Safety**](https://policy.psu.edu/policies/ad78)
* [**AD85 Title IX Sexual Harassment**](https://policy.psu.edu/policies/ad85)
* [**AD86 Acceptance of Gifts and Entertainment**](https://policy.psu.edu/policies/ad86)
* [**AD88 Code of Responsible Conduct**](https://policy.psu.edu/policies/ad88)
* [**AD91 Discrimination and Harassment and Related Inappropriate Conduct**](https://policy.psu.edu/policies/ad91)
* [**AD98 Anti-Hazing Policy**](https://policy.psu.edu/policies/ad98)
* [**AD101 COVID-19**](https://policy.psu.edu/policies/ad101)
* [**RP02 Addressing Allegations of Research Misconduct**](https://policy.psu.edu/policies/rp02)
* [**RP06 Disclosure and Management of Significant Financial Interests**](https://policy.psu.edu/policies/rp06)
* [**SY101 Environmental Health and Safety Policy**](https://policy.psu.edu/policies/sy01)
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## Graduate Student Ombudspersons

All graduate students can contact any of the ombudspersons via email. We invite you to [**read their biographies**](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Fpsu.us12.list-manage.com%2Ftrack%2Fclick%3Fu%3D93c492ff7b8eb44c3c5503236%26id%3D90984aaf35%26e%3D0e1a09d7db&data=05%7C01%7Cl-ec-students%40lists.psu.edu%7C7e80d623cef44bf9053008da2866f6b1%7C7cf48d453ddb4389a9c1c115526eb52e%7C0%7C0%7C637866719932494472%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=yXqVi0g0ksB596AryQnv3PBJSba5iEfstT3a2AmHML4%3D&reserved=0) to learn more about them. Students are welcome to discuss any issues related to their graduate education with an ombudsperson.