

2025 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

Washington University in St. Louis

Supporting a Fair Environment: Expanding the SAFE reporting system at Washington University School of Medicine

Relevant Rubric Area(s):

1. Providing Anonymous and Non-mandatory Reporting Resources and Tools
2. Effectively Communicating about Policies and Resources

Description of Work:

This year (2025), WashU Medicine simplified its approach to reporting harassment or other unprofessional behaviors. The Supporting a Fair Environment (SAFE) reporting platform for concerns and positive experiences is a structured system for managing concerns. Originally, it was designed to manage concerns related to learners. Now, all members of the WashU Medicine community can use the SAFE portal as a “single front door” to report concerns or accolades in the learning, clinical, or research environments to the appropriate offices. Every School of Medicine computer has a desktop link to the SAFE system.

The SAFE reporting system allows any individual in our medical center community (including those who witness mistreatment of others) to file reports and allows for anonymous reporting with bidirectional communication through the portal. For anonymous reports, the reporter can log into the SAFE portal to get an update or ask questions. If the reporter identifies themselves, they can expect to receive communication directly from Human Resources, the SAFE committee, or representatives of other university offices as appropriate. The process for managing concerns ensures problematic behaviors are identified, while also protecting the identity of reporters and monitoring for false allegations.

When a report is made through SAFE, the person reporting the incident is sent a confirmation of receipt within 24 hours. Reports are then reviewed by Human Resources to determine whether the report would be appropriately addressed by the SAFE committee or the behavior reported would be more likely to fall under other university policies/processes, such as Title IX. At that point in time, the appropriate area of the university is engaged. Depending on the complexity of the situation and the nature of what has been reported, the time required to gather additional information varies. To help expedite the process, it is critical that reporters provide as much information as possible in their initial reports.

In response to requests from community members, an [updated set of flowcharts](#) was developed to illustrate the streamlined process for reporting and what happens after a report is made. These are customized by role (faculty/staff, residents/fellows, students) and posted to the SAFE website.

Patient safety issues and protected health information are not to be entered into the SAFE reporting portal. Patient safety issues at WashU Medicine are reported to a separate event reporting system.

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Importantly, while reports of unprofessional or inappropriate behaviors can be made anonymously, individuals who are designated as mandated reporters will not meet their reporting obligations if they choose to report anonymously. At WashU, all faculty and most staff members are required to report incidents (or allegations) of sexual harassment, sexual assault, domestic violence, dating violence, stalking, or other forms of misconduct that violate university policy to their supervisor, the Title IX Coordinator, the Associate Title IX Coordinator, or the Gender Equity and Title IX Compliance Office.

In the 2025 AAMC StandPoint Faculty Engagement Survey, conducted three months after this modification to the SAFE reporting system, ~90% of responding faculty indicated that they agreed or strongly agreed that they knew how to report unprofessional behaviors.

Accolade



Report a positive experience involving a learner, staff, or faculty member.

Concern



Report a concern involving mistreatment or unprofessional behavior.

Follow Up



Check on the status of a previous report.

Website for further information (if applicable): <https://safereporting.wustl.edu/>

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