

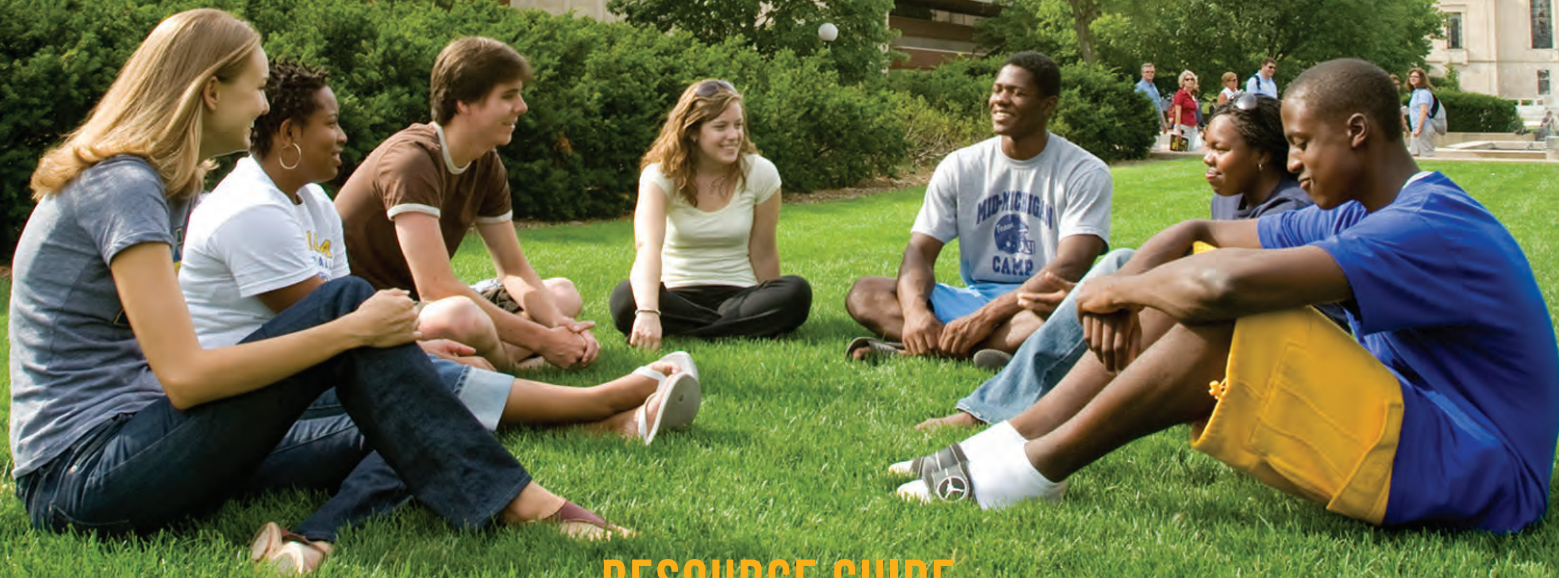


UNIVERSITY OF
MICHIGAN



OUR COMMUNITY MATTERS

ADDRESSING SEXUAL ASSAULT,
INTIMATE PARTNER VIOLENCE,
AND STALKING



RESOURCE GUIDE

SEPTEMBER 29, 2016

THE UNIVERSITY OF MICHIGAN
IS COMMITTED TO PROVIDING A SAFE
LEARNING, WORKING, AND LIVING
ENVIRONMENT, AND
DOES NOT TOLERATE VIOLENCE OF ANY TYPE,
INCLUDING THE CRIMES OF SEXUAL
ASSAULT, INTIMATE PARTNER VIOLENCE,
AND STALKING.



This resource guide is intended to assist university students, faculty, and staff who may have experienced these violations to understand their options for reporting to law enforcement and the university, and to make them aware of support services, including confidential resources that we provide, and those that are available in the community.



IMMEDIATE HELP



**IF YOU OR SOMEONE YOU KNOW
IS IN IMMEDIATE DANGER**

DIAL 911 (EMERGENCY)

CALL THE UNIVERSITY OF MICHIGAN
POLICE DEPARTMENT AT
(734) 763-1131

**FOR IMMEDIATE CONFIDENTIAL CRISIS
INTERVENTION OR SUPPORT**

CALL SAPAC'S 24-HOUR CRISIS LINE AT
(734) 936-3333

**YOU MAY REPORT TO THE UNIVERSITY, TO LAW
ENFORCEMENT, TO BOTH, OR NEITHER**

We encourage you to report what you have experienced to law enforcement and to participate in the university's internal review process, but you are not obliged to do so. Later in this guide, you will see more information about how to report to the university and/or to law enforcement, and about how the university will review reports it receives.

The resources and supportive measures described in this resource guide are available to you even if you decide not to participate in university or law enforcement processes.

In some cases, if you make an initial report but then decide not to participate further, the university may still need to review and investigate the information provided, and may also be obligated to share the report with law enforcement for possible handling through the criminal justice system. Even in such cases, you do not have to participate in the university process and you may decline to participate in a law enforcement interview. A report to law enforcement is separate from a report to the university.

PRESERVING EVIDENCE

SEXUAL ASSAULT

All victims of sexual assault have a right, under Michigan law, to have a forensic medical examination and evidence kit collected up to 120 hours (5 days) after the assault in order to preserve any evidence of the assault. The forensic exam will be administered by a registered nurse who has received advanced training to provide care and treatment to sexual assault victims.

Even if you are not sure that you want to file a police report, it can be helpful to have any available evidence collected in case you decide to file a report with law enforcement at a later date. The nurse can also provide emergency contraception, treatment for sexually transmitted infections (STIs), and other needed medical care. Sexual assault forensic exams will not be billed to medical insurance without your consent.

You can obtain a forensic exam and evidence kit at any of these facilities:

U-M HEALTH SYSTEM (UMHS) EMERGENCY DEPARTMENT

(734) 936-6666

ST. JOSEPH MERCY HOSPITAL EMERGENCY DEPARTMENT

(734) 572-3000

UNIVERSITY HEALTH SERVICES (UHS)

(during regular business hours)

(734) 764-8325

If you seek evidence collection through any of these facilities, the police will be contacted; however, it is up to you whether to share any information with law enforcement. If you choose not to file a police report at the time the kit is completed, the medical facility where the evidence was collected will retain it for at least one year.

An advocate from the Sexual Assault Prevention and Awareness Center will be available at the medical facility to provide information and support for University of Michigan students, staff, or faculty. An advocate from SAFEHouse will be available for anyone, whether or not a member of the U-M community, who requests one. You do not have to speak with an advocate.

INTIMATE PARTNER VIOLENCE

Not all experiences of intimate partner violence cause visible injuries. If visible injuries are present, it can be helpful to document them with photographs, if it is safe to do so. It is also important to seek medical attention if possible and safe to do so.

STALKING

If you have experienced stalking, it can be helpful to an investigation to retain any evidence of that behavior, including documentation of any unwanted communication (whether written, oral, electronic), postings (such as on social media), gifts, etc.



RESOURCES AND OTHER ASSISTANCE

The university and local community provide many resources and other forms of assistance to those who have experienced intimate partner violence, sexual assault, or stalking.

CONFIDENTIAL UNIVERSITY SERVICES

The university offers a variety of free confidential advocacy, support, and counseling resources to help you understand your rights and options so that you may seek the help that you need and want.

SAPAC

Sexual Assault Prevention and Awareness Center
sapac.umich.edu
Michigan Union
530 South State Street, Room 1551
(734) 936-3333
sapac@umich.edu

CAPS

Counseling and Psychological Services for Students
caps.umich.edu
3100 Michigan Union
530 South State Street
(734) 764-8312
tdsevig@umich.edu

OFFICE OF THE OMBUDS

(for students)
ombuds.umich.edu
6015 Fleming Administration Bldg.
503 Thompson Street
(734) 763-3545

FASAP

Faculty and Staff Assistance Program (for campus faculty and staff)
hr.umich.edu/benefits-wellness/health/mhealthy/mental-emotional-well-being/faculty-staff-assistance-program-fasap
2076 Administrative Services Bldg.
1009 Greene Street
(734) 936-8660 (voice)
(734) 647-1388 (TTY)
fasap@umich.edu

UMHS EAP

UMHS Employee Assistance Program (for UMHS faculty and staff)
hr.umich.edu/benefits-wellness/health/mhealthy/mental-emotional-well-being/umhs-employee-assistance-program-eap
D2101 Medical Professional Bldg.
1500 East Medical Center Drive
(734) 763-5409
eap@umich.edu

CONFIDENTIAL COMMUNITY RESOURCES

Confidential assistance in the local community includes the following resources:

SAFEHOUSE CENTER

www.safehousecenter.org
4100 Clark Road
Ann Arbor, MI 48105
(734) 995-5444 (voice)
(734) 973-2227 (TTY)
info@safehousecenter.org

NATIONAL DOMESTIC VIOLENCE HOTLINE

(800) 799-7233 (voice)
(800) 787-3224 (TTY)
www.thehotline.org

NATIONAL SEXUAL ASSAULT HOTLINE

(800) 656-4673
www.rainn.org



HELPFUL WEB-BASED INFORMATION

The university also has helpful web-based information for those who experience intimate partner violence, sexual assault, and stalking.

SAPAC website
sapac.umich.edu

Abuse Hurts website
hr.umich.edu/stopabuse



ACADEMIC, HOUSING, TRANSPORTATION, EMPLOYMENT, & OTHER SUPPORTIVE MEASURES

In addition to the advocacy and support resources noted in this resource guide, the university also has resources to help those who have experienced sexual assault, intimate partner violence, or stalking obtain reasonably available supportive measures. These measures are available regardless of whether the person who requests them files a complaint with the university or through the criminal justice system.

SUPPORTIVE MEASURES

Supportive measures are typically implemented for claimants and are designed to address a claimant's safety, well-being, and continued access to educational opportunities. Supportive measures are available regardless of whether the person who requests a measure makes a report to the university or law enforcement; whether the person participates in any investigation; or whether the university or law enforcement investigates a report that has been submitted. The university may also implement supportive measures for respondents, witnesses, and other members of the university community. Supportive measures are voluntary and may be modified or discontinued at any time at the request of the individual.

COURT-ORDERED PERSONAL PROTECTION ORDERS

The university has staff who can provide information about petitioning a court for a personal protection order. Please contact either SAPAC (734) 936-3333 or U-M DPSS at 911 or (734) 763-1131 for assistance. SAPAC and U-M DPSS can also assist with safety planning.

If you obtain a court-ordered personal protection order, please let U-M DPSS know and provide them with a copy. The university will uphold such lawfully issued orders and enforce them through U-M DPSS.

OTHER SUPPORTIVE MEASURES

A wide variety of other supportive measures are available, including:

- Academic accommodations, such as rescheduling exams, adjusting class schedules to avoid contact with the respondent, etc.
- Change in living arrangements, such as changing floors or residence halls
- Change in work situation, such as relocation to provide a more private or secure location, additional security measures, etc.
- No contact instructions (to instruct the respondent to stop all attempts at communication or other interaction)
- Change in transportation arrangements, such as parking in a different location
- An escort to ensure safe movement between classes and activities.
- Assistance in reporting to on- or off-campus law enforcement or in initiating university disciplinary proceedings

The following offices can help arrange supportive measures:

U-M DPSS—DIVISION OF PUBLIC SAFETY AND SECURITY

(for all individuals)

www.dpss.umich.edu

1239 Kipke Drive (UMPD)

911 (emergency)

(734) 763-1131 (non-emergency)

DEAN OF STUDENTS

(for students)

deanofstudents.umich.edu

3000 Michigan Union

530 South State Street

(734) 764-7420

DeanofStudents@umich.edu

OFFICE FOR INSTITUTIONAL EQUITY

(for students, faculty and staff)

hr.umich.edu/oie

2072 Administrative Services Bldg.

1009 Greene Street

(734) 763-0235 (voice)

(734) 647-1388 (TTY)

institutional.equity@umich.edu

SAPAC can also provide assistance to those seeking supportive measures, including individuals who do not want to make a report to the university or to law enforcement:

SAPAC

(for students, faculty and staff)

sapac.umich.edu

Michigan Union

530 South State Street, Room 1551

(734) 936-3333

sapac@umich.edu

In addition, faculty and staff who are experiencing intimate partner violence may also speak with SAPAC (see previous paragraph), their direct supervisors and U-M DPSS to create a safety plan, or contact Human Resources:

STAFF HUMAN RESOURCES

hr.umich.edu/staffhr

2005 Wolverine Tower

3003 South State Street

(734) 763-2387

UniversityHR@umich.edu

ACADEMIC HUMAN RESOURCES

(for faculty)

1009 Greene Street

(734) 763-8938

UMHS HUMAN RESOURCES

med.umich.edu/umhshr

2901 Hubbard, Suite 1100

(734) 647-5538



LEGAL ASSISTANCE

Student Legal Services can assist enrolled students with legal matters that do not involve other students or the University of Michigan.

STUDENT LEGAL SERVICES

studentlegalservices.umich.edu

715 North University Avenue
Suite 202
(734) 763-9920

Legal Services of South Central Michigan (LSSCM) provides legal assistance to low-income and all senior citizen residents in thirteen counties, including Washtenaw County.

LSSCM: WASHTENAW COUNTY OFFICE

www.lsscm.org/

420 N. Fourth Avenue
Ann Arbor, MI 48104
(734) 665-6181

Family Law Project (FLP) is a partnership between the University of Michigan Law School and LSSCM that provides legal assistance on intimate partner violence-related matters to low-income residents of Washtenaw County. You must be referred through SafeHouse Center to receive services from FLP.

FAMILY LAW PROJECT

(734) 998-9454



VISA & IMMIGRATION ASSISTANCE

Students, faculty, and staff sometimes have questions about how various actions (e.g., a reduction in course load, change in work circumstances) may impact their visa or immigration status.

Additionally, students, faculty, and staff may encounter situations where they become victims of a crime, such as domestic violence, and may want to know how that could affect their immigration status, or may want to understand options for changing immigration status (e.g. VAWA).

Private and confidential information about visa and immigration status is available from the International Center (IC) for both the primary status holder as well as any individuals in a dependent immigration status, such as H-4, J-2, or F-2, who are sponsored by the University of Michigan. You should feel free to involve an advocate, such as SAPAC (734) 936-3333, when contacting the IC, to ensure the IC has all of the information necessary to provide an accurate response. The IC may have to refer you to external immigration counsel for certain questions.

INTERNATIONAL CENTER

(including Faculty & Staff Immigration Services)

internationalcenter.umich.edu

1500 Student Activities Building
515 East Jefferson Street
(734) 764-9310

icenter@umich.edu (for students, scholars, and their dependents)

ICfacultystaff@umich.edu

(for faculty, staff, and their dependents)

MICHIGAN IMMIGRANT RIGHTS CENTER

www.michiganimmigrant.org/

220 E. Huron Street, Suite 600A
Ann Arbor, MI 48104
(734) 239- 6863



STUDENT FINANCIAL AID

Students may have concerns about financial aid matters, such as how their financial aid might be affected by a reduction in course load.

Information about financial aid matters is available from the Office of Financial Aid, or from the individual university unit that administers the particular scholarship or other form of financial assistance.

Since there can be extenuating circumstances in these matters, students are encouraged to involve an advocate, such as SAPAC (734) 936-3333 when contacting one of these offices, to ensure that the office has all of the information necessary to provide an accurate response.

OFFICE OF FINANCIAL AID

finaid.umich.edu

2500 Student Activities Building

515 E. Jefferson Street

(734) 763-6600

financial.aid@umich.edu



OPTIONS FOR REPORTING

REPORTING TO LAW ENFORCEMENT

The university encourages anyone who believes they have experienced intimate partner violence, sexual assault, or stalking to make a report to law enforcement.

ON CAMPUS

If the incident occurred on campus, contact U-M Division of Public Safety and Security (U-M DPSS), which comprises the U-M Police Department, Housing Security, and Hospital Security:

U-M DPSS—DIVISION OF PUBLIC SAFETY AND SECURITY

911—EMERGENCY

(734) 763-1131 (Non-emergency)

www.dpss.umich.edu

1239 Kipke Drive (U-M Police Dept.)

SPECIAL VICTIMS UNIT

The U-M Police Department's Special Victims Unit (SVU) is dedicated to responding to and investigating sexual assaults, intimate partner violence, stalking and child abuse. SVU officers have expertise in

To contact the SVU, call (734) 763-3434



the trauma-informed approach, helping to ensure survivors are treated with compassion and respect while

navigating the criminal justice system. Officers will connect victims and survivors with a variety of community resources, including medical assistance and accommodations for housing, academics, transportation and work, as well as assisting survivors in creating personal safety plans.

ANN ARBOR

If the incident occurred in Ann Arbor, contact the Ann Arbor Police Department:

ANN ARBOR POLICE DEPARTMENT

911—EMERGENCY

(734) 994-2911

a2gov.org/departments/police

301 East Huron Street

YPSILANTI

If the incident occurred in Ypsilanti, contact the Ypsilanti Police Department:

YPSILANTI POLICE DEPARTMENT

911—EMERGENCY

cityofypsilanti.com/269/

Police-Department

(734) 483-9510

505 West Michigan Avenue



IF YOU'RE NOT SURE, HELP IS AVAILABLE.

If you are uncertain where the incident occurred or which agency to contact,

U-M DPSS is available to help you determine which agency has jurisdiction and will help you to report the matter to that agency if you wish.

In addition, the university has staff who will, upon request, assist you in making a report to law enforcement. For incidents occurring in the residence halls or at the University Health System, Housing Security **911** or **(734) 763-1131** or Hospital Security **911** or **(734) 936-7890**, respectively, can assist in taking a report. Staff from SAPAC **(734) 936-3333**, the Dean of Students Office **(734) 764-7420**, the Office for Institutional Equity **(734) 763-0235**, and the Office of the Student Ombuds **(734) 763-3545** will also help individuals report a matter to law enforcement.

REPORTING TO THE UNIVERSITY

SEXUAL ASSAULT

For concerns involving students, contact the Office for Institutional Equity:

OFFICE FOR INSTITUTIONAL EQUITY

(for students, faculty and staff)

hr.umich.edu/oie

2072 Administrative Services Bldg.

1009 Greene Street

(734) 763-0235 (voice)

(734) 647-1388 (TTY)

institutionalequity@umich.edu

Concerns may also be brought to the attention of the Office for Institutional Equity online:

ONLINE REPORTING

studentsexualmisconductpolicy.umich.edu/report-an-incident

Another option in any case of sexual assault, intimate partner violence, or stalking is to file a complaint via telephone or on-line with the Compliance Office through the Compliance Hotline:

COMPLIANCE HOTLINE

compliancehotline.umich.edu

(866) 990-0111

INTIMATE PARTNER VIOLENCE OR STALKING

For concerns involving students, contact the Office for Institutional Equity:

OFFICE FOR INSTITUTIONAL EQUITY

(for students, faculty and staff)

hr.umich.edu/oie

2072 Administrative Services Bldg.

1009 Greene Street

(734) 763-0235 (voice)

(734) 647-1388 (TTY)

institutionalequity@umich.edu

For concerns involving campus staff, contact Staff Human Resources:

STAFF HUMAN RESOURCES

hr.umich.edu/staffhr

2005 Wolverine Tower

3003 South State Street

(734) 763-2387

UniversityHR@umich.edu

For concerns involving UMHS staff, contact UMHS Human Resources:

UMHS HUMAN RESOURCES

med.umich.edu/umhshr

2901 Hubbard, Suite 1100

(734) 647-5538

For concerns involving faculty, contact Academic Human Resources:

ACADEMIC HUMAN RESOURCES

1009 Greene Street

(734) 763-8938

hr.umich.edu/about-uhr/service-areas-offices/academic-human-resources

UNIVERSITY REVIEW OF REPORTS

Whenever the university receives a report of sexual assault, intimate partner violence, or stalking, it will review that report consistent with its applicable policies and procedures. The table on the following page notes various university policies that may apply to these types of reports.

In all cases, the university's policies and procedures seek to provide a prompt, fair, and impartial resolution of the concern reported. To that end, the individuals responsible for handling sexual violence, intimate partner violence, and stalking investigations, sanctioning, and appeals receive annual training on how to properly conduct their investigations of these concerns in a way that promotes accountability as well as the safety of the individuals involved, and of the university community as a whole. The university investigation processes for reviewing sexual violence, intimate partner violence, and stalking* use a preponderance of the evidence standard.

In addition, these processes permit the claimant, respondent, or witness to have an adviser of their choice to provide support and guidance throughout the process. The adviser may assist with all written submissions made by a claimant or a respondent and attend any meeting throughout the process. During any meeting, the adviser is present to observe and provide support and counsel to the participant. The adviser may not testify or obstruct the meeting.

*Stalking behavior generally addressed under this Policy typically includes one or more of the following elements: is sexual or romantic in nature; is committed by a Claimant's current or former partner of an intimate, romantic or sexual relationship; or is related to the Claimant exhibiting what is perceived as a stereotypical characteristic for one's sex, or for failing to conform to stereotypical notions of masculinity and femininity, regardless of the actual or perceived sex, gender, sexual orientation, gender identity, or gender expression of the Claimant. The Title IX Coordinator, in consultation with OSCR, will determine if the reported conduct meet these criteria. Stalking behavior not addressed under this Policy may be addressed under the Statement of Student Rights and Responsibilities as harassment using a clear and convincing evidence standard.

The university's processes also provide that the claimant and respondent will receive written notification of the outcome of any disciplinary proceeding relating to the reported concern, as well as of any opportunities to appeal the results of that proceeding, any changes to the results before they are finalized, and an update when the results become final.

The university also recognizes the importance of maintaining, to the greatest extent possible, the confidentiality of both the claimant's and respondent's identities while it reviews the reported concern. To that end, the university will share information internally only as needed to ensure proper handling of the concerns that have been raised, comply with legal obligations, or provide any requested supportive measures, and will share information externally only to the extent legally required to do so; the university does not publish the identities of claimants in its crime alerts or crime logs.




UNIVERSITY POLICY/URL	SCOPE	AVAILABLE SANCTIONS
<p>The University of Michigan Policy and Procedures on Student Sexual and Gender-Based Misconduct and Other Forms of Interpersonal Violence studentsexualmisconductpolicy.umich.edu</p>	<p>Complaints of sexual assault, intimate partner violence, stalking against university students, sexual and gender-based harassment</p>	<p>studentsexualmisconductpolicy.umich.edu/potential-sanctions-or-interventions</p>
<p>Sexual Harassment, SPG 201.89-0 spg.umich.edu/policy/201.89-0</p>	<p>Complaints of sexual harassment (including sexual violence) against university employees</p>	<p>spg.umich.edu/policy/201.89-0 (“Corrective Action” section)</p>
<p>Violence in the University Community, SPG 601.18 spg.umich.edu/policy/601.18</p>	<p>Complaints of violence, including intimate partner violence and stalking, against university employees, faculty, or students</p>	<p>Sanctions as available under other policies applicable to the relevant category of individuals, such as SPG 201.12 (employees) employee misconduct, Regent’s Bylaw 5.09 (faculty), Statement of Student Rights and Responsibilities (students)</p>
<p>Managing Disruptive Behavior, UMHS Policy 04-06-047 Call (734) 647-0696 for a copy of the policy or to make a complaint</p>	<p>Complaints against UMHS employees</p>	<p>Sanctions as available under other policies applicable to the relevant category of individuals</p>
<p>Responsible Use of Information Resources SPG 601.07 spg.umich.edu/policy/601.07</p>	<p>Complaints of cyber-stalking against university faculty and staff</p>	<p>Sanctions as available under other policies applicable to the relevant category of individuals, such as SPG 201.12 (employees) employee misconduct, Regent’s Bylaw 5.09 (faculty), Statement of Student Rights and Responsibilities (students)</p>



MY NOTES





THE REGENTS OF THE UNIVERSITY OF MICHIGAN

Michael J. Behm, Grand Blanc, Mark J. Bernstein, Ann Arbor, Laurence B. Deitch, Bloomfield Hills, Shauna Ryder Diggs, Grosse Pointe
Denise Ilitch, Bingham Farms, Andrea Fischer Newman, Ann Arbor, Andrew C. Richner, Grosse Pointe Park, Katherine E. White, Ann Arbor
Mark S. Schlissel, *ex officio*

The University of Michigan, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. The University of Michigan is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status in employment, educational programs and activities, and admissions. Inquiries or complaints may be addressed to the Senior Director for Institutional Equity, and Title IX/Section 504/ADA Coordinator, Office for Institutional Equity, 2072 Administrative Services Building, Ann Arbor, Michigan 48109-1432, 734-763-0235, TTY 734-647-1388, institutional.equity@umich.edu. For other University of Michigan information call 734-764-1817.

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QUICK REFERENCE GUIDE

IF YOU OR SOMEBODY YOU KNOW HAS EXPERIENCED INTIMATE PARTNER VIOLENCE, SEXUAL ASSAULT, OR STALKING, **HELP IS AVAILABLE.**



PHYSICAL SAFETY CALL 911

If you are in imminent danger or fear for your physical safety. If it is not an emergency, you can call **(734) 763-1131**.

If you are on campus, U-M DPSS (which includes the U-M Police Department, Housing Security, and Hospital Security) will respond. Otherwise, local law enforcement will respond.



CONFIDENTIAL UNIVERSITY RESOURCES

If you would like to speak confidentially with someone at the university, you may contact any of the following offices:

SAPAC (734) 936-3333
(for faculty, staff, or students)

CAPS (734) 764-8312
(for students)

Office of the Ombuds (734) 763-3545
(for students)

FASAP (734) 936-8660
(for campus faculty and staff)

UMHS EAP (734) 763-5409
(for UMHS faculty and staff)



MEDICAL CARE CALL 911

If you need immediate medical care and are unable to transport yourself to the hospital.

Otherwise, if you are in Ann Arbor, you may seek help from the emergency departments at the U-M Hospitals **(734) 936-6666** or St. Joseph Mercy Hospital **(734) 572-3000**.

If you have experienced sexual assault, these hospitals have Sexual Assault Nurse Examiners on staff who are specially trained to conduct exams and collect evidence. You will not undergo this form of exam if you do not want one.

Advocates from the Sexual Assault Prevention and Awareness Center (SAPAC): **(734) 936-3333** or SAFEHouse **(734) 995-5444** are available to accompany you and provide support during your ER visit.



REPORTING OPTIONS

You may report to law enforcement, the university, both, or neither.

Call 911 to report crimes to law enforcement.

To report to the university, contact OIE **(734) 763-0235** or, for concerns regarding a student, file a report at **studentsexualmisconductpolicy.umich.edu/report-an-incident**.



MENTAL HEALTH (734) 996-4747

If you are concerned for your mental health or emotional wellbeing, please call the U-M Psychiatric Emergency hotline at any time.

During regular business hours, the following resources are also available:

**STUDENTS
(734) 764-8312**

Counseling and Psychological Services (CAPS)

**CAMPUS EMPLOYEES
(734) 936-8660**

Faculty and Staff Assistance Program (FASAP)

**UMHS FACULTY AND STAFF
(734) 763-5409**

UMHS Employee Assistance Program (EAP)



COMMUNITY RESOURCES

Confidential assistance in the local community includes the following resources:

SAFEHouse Center (734) 995-5444

**National Domestic Violence Hotline
(800) 799-7233**

**National Sexual Assault Hotline
(800) 656-4673**