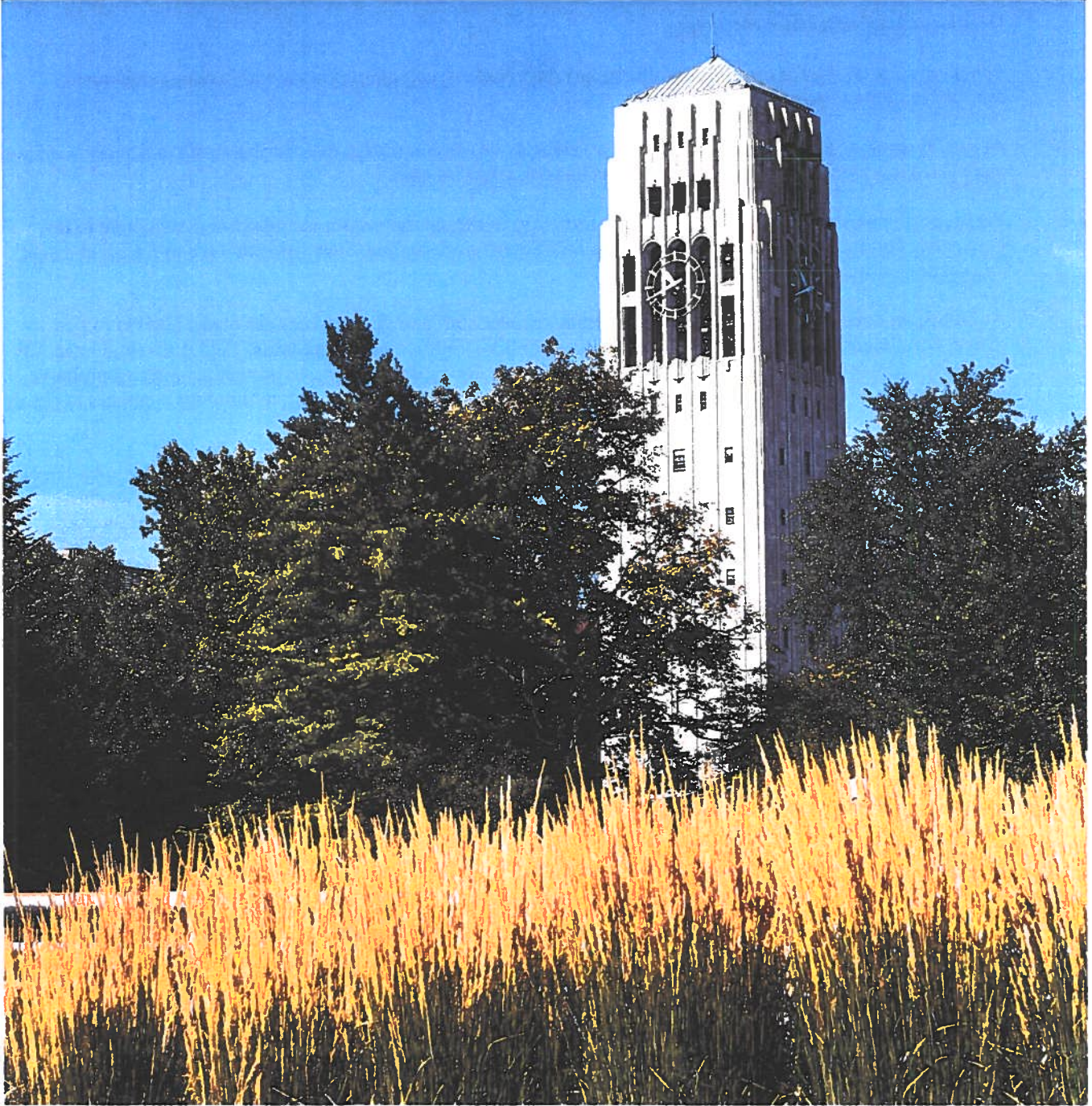




Annual Security & Fire Safety Report



**ANN ARBOR
2018-2019**



109 E. MADISON STREET
ANN ARBOR, MI 48104
734 763-1131 FAX: 734 763-2187

September 2018

Dear Campus Community Member:

Thank you for taking the time to read this report. It is packed with helpful information about safety and security on our campus.

At the Division of Public Safety and Security (DPSS), we are committed to ensuring a safe and secure campus, and we ask our community to partner with us in achieving this goal.

This report is part of our ongoing effort to inform you of the safety programs and services available to the University community, the crimes reported to DPSS personnel, and the steps you can take to maintain a safe and secure campus.

At DPSS, we take all crimes against our students, faculty, staff and visitors very seriously. UMPD police officers are licensed by the Michigan Commission on Law Enforcement Standards (MCOLES) and have full authority to investigate, search, arrest and use reasonable force, if necessary, to protect people and property under Michigan law and the U-M Regents' Ordinance. We encourage all of our community members to report crimes and concerns to DPSS. We are available 24/7.

Additionally, we provide many other programs that enhance the safety and security of our community. On our website you can view our Active Attacker Response and Prevention video, sign up for self-defense classes, register your bike and electronics and much more. I urge you to review the information here and on our website.

We have no greater priority than the safety of our students, faculty, staff, patients and visitors. A truly safe campus can only be achieved through community partnership. Together, we can help make campus a safe place for everyone.

Sincerely,

Eddie L. Washington, Jr.
Executive Director

**Cut out this card and put it in your wallet
for emergency reference.**

Other Important Numbers		U-M Emergency Telephone Numbers	
University Operator	(734) 764-1817	All Emergencies (Fire, Medical, or Police) Michigan Medicine employees landline calls for non-police emergencies	Dial 9-1-1 Text 377911 Call 999
Campus Information Centers	(734) 764-INFO (4636)	Emergency Blue Light phones: (Automatic connection to U-M DPSS)	lift receiver or push button
15 th District Court	(734) 794-6750	Carport Emergency phones: (Automatic connection to U-M DPSS)	lift receiver
City Parking Referee	(734) 794-6549	University phones connect with U-M DPSS. Non-University phones connect with the Ann Arbor Police Department or the Washtenaw County Sheriff's Department.	
Sexual Assault Prevention & Awareness Center	(734) 936-3333		

To Report a Crime or Bias Incident – 24/7

All Emergencies

Call 9-1-1

Non-Emergencies

Text 377911

On Campus – U-M DPSS

(734) 763-1131

UMPD Administration

(734) 763-3434

Off Campus – AAPD

(734) 994-2911

U-M Anonymous Tip Line

(800) 863-1355

Bias Incident

(734) 615-BIAS (2427)

or urespect.umich.edu

U-M DPSS Website

dpss.umich.edu

Report Sexual Misconduct

sexualmisconduct.umich.edu

Alternative Transportation Options

SafeRide

(734) 647-8000

RideHome

(734) 647-8000

State Street Ride

(734) 547-2222

Emergency Ride Home

(734) 763-1131

FOLD

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Annual Security Report

This Annual Security Report (ASR), which is compiled and published by the U-M Division of Public Safety and Security (DPSS), is a safety, security and emergency resource for University of Michigan students, staff, faculty, visitors, prospective students and employees. It provides useful information and references for issues relating to campus safety. It is organized into the following major sections:

- the **Quick Reference** section lists emergency services and provides contact information for University and other community services;
- the **Crime Statistics** section lists statistics of crimes reported on and near campus in the past three years;
- the **Annual Fire Safety Report** includes fire statistics for on-campus student housing facilities, a description of fire safety systems in each housing facility and additional fire safety information;
- the **Campus Safety** section details safety on campus, offers risk reduction techniques, and describes services available on- and off-campus;
- the **University Policies and State Laws** section provides details of University and state of Michigan rules, regulations and laws regarding safety issues such as sexual assault, harassment, stalking, alcohol, drugs, fire setting, false alarms, weapons possession, access control and sex offender registry;
- the **Safety and Health-Related Resources, Counseling and Support Services, and University Programs** section describes police agencies, on-campus support services, off-campus support services, and University programs that address issues of safety, health, mental health, discrimination, and conflict resolution.

Compiling the ASR/AFSR

The U-M Division of Public Safety and Security prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The full text of this report can be located on the U-M DPSS website at <http://dpss.umich.edu/docs/clery.pdf>. This report, which is compiled by the University's Clery Compliance Coordinator in DPSS, is prepared in cooperation with the Ann Arbor Police Department and other law enforcement agencies surrounding the Ann Arbor campus and outlying areas as well as those with police jurisdiction for other U-M properties in cities such as Detroit.

Additionally, each of the resources listed in the report contribute to its compilation, especially key stakeholders such as the Office for Institutional Equity (the U-M's Title IX office) and units in the Division of Student Life.

The report also includes the Annual Fire Safety Report (AFSR) with statistics and fire safety information provided for University Housing facilities as required by the Higher Education Opportunity Act.

Each year, an e-mail notification is made to all enrolled students, faculty and staff that provides the website address to access this report. Copies of this report also may be obtained at the U-M DPSS office at 109 E. Madison St., the U-M Police Department at 1239 Kipke Dr., or by calling (734) 763-8391. All prospective students and employees are informed in application packets of the report's existence and the website address where it can be found.

The complete ASR/AFSR and the official crime statistics section (complete with status updates after Aug. 1, 2018) can be viewed at www.dpss.umich.edu.

The University of Michigan community is made up of tens of thousands of people – students, faculty, staff, contractors, patients, and visitors. Moreover, its property in the City of Ann Arbor covers more than 2,000 acres and includes more than 500 buildings. By the very nature of its size and composition, the U-M community and environs are susceptible to crime.

Safety is ultimately the responsibility of the individual and his or her cooperation is essential to improve security for everyone.

The official Annual Security & Fire Safety Report (complete with

supporting information relative to crime status updates after Aug. 1, 2018) can be viewed at www.dpss.umich.edu.

1. Quick Reference

Emergency Services

Fire Police or Medical Emergencies

Dial 9-1-1

or pick up an emergency blue light campus phone or an emergency phone located in University-owned parking structures. There is no need to dial; simply lifting the receiver or pushing the button alerts the U-M DPSS.

By dialing 9-1-1 from a University phone, you will be connected with:
the U-M DPSS.

By dialing 9-1-1 from a non-University phone, you will be connected with:
Washtenaw County Sheriff's Department
Metro-Dispatch

All students, faculty, and staff are encouraged to promptly and accurately report all suspicious activity to the U-M Division of Public Safety and Security (DPSS) and/or other appropriate authority.

Safety, Security, Medical

U-M Division of Public Safety and Security
24 hrs/day, 7 days/wk (on-campus)
Emergency 9-1-1
Non-Emergency DPSS (734) 763-1131
Emergency Text 377911

Ann Arbor Fire Department
Emergency 9-1-1
Non-Emergency (734) 794-6978

Ann Arbor Police Department (off-campus)
24 hrs/day, 7 days/wk
Emergency 9-1-1
Non-Emergency (734) 994-2911
Police Desk (734) 794-6920
Police Tip Line (734) 794-6939
Neighborhood Watch & Crime Prevention (734) 794-6000 x 49528

Huron Valley Ambulance
24 hrs/day, 7 days/wk (734) 971-4420

St. Joseph Mercy Hospital Emergency
24 hrs/day, 7 days/wk (734) 712-3000

University of Michigan Hospital
24 hrs/day, 7 days/wk (734) 936-4000
Emergency Department (734) 936-6666

U-M Department of Environment, Health & Safety (EHS)
7:30 am - 4:30 pm, M - F (734) 647-1143
For after hours emergencies, contact U-M DPSS

Counseling

Counseling and Psychological Services (for students) (734) 764-8312
8 am - 7 pm, Mon-Thurs (during academic year)
8 am - 5 pm, Friday (during academic year)
8 am - 5 pm, Mon-Friday (spring / summer)

Domestic Violence Project / SafeHouse Center
9 am - 5 pm, M - F (office) (734) 973-0242
24 hrs/day (help line) (734) 995-5444

Michigan Medicine Employee Assistance Program (EAP)
Appts. 8 am - 5 pm, M - F (734) 763-5409
Alternate hours are available upon request.

Faculty and Staff Counseling and Consultation Office (FASCCO)
8 am - 6 pm, M (734) 936-8660
8 am - 5 pm, Tu - F

National Domestic Violence Hotline
24 hrs/day, 7 days/wk (800) 799-7233
TDD # (800) 787-3224

National Sexual Assault Hotline (800) 656-4673
www.rainn.org

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

Sexual Assault Prevention and Awareness Center (SAPAC)
24 hrs/day, 7 days/wk
Crisis Line (734) 936-3333
9 am - 5 pm, M - F (734) 764-7771
Evening hours available by appointment

SOS Community Services
Administrative Office (734) 485-8730
www.soscs.org

Spectrum Center
9 am - 6 pm, M - F (734) 763-4186
Summer 9 am - 5 pm

Health, Mental Health, Substance Abuse

Alcohol and Drug Information
24 hrs/day, 7 days/wk (800) 729-6686

University Health Service
Information, Appointments & Advice (734) 764-8320
Alcohol and Other Drug Info (734) 763-1320
uhs.umich.edu
8 am - 5 pm M, T, W
9 am - 5 pm Th
8 am - 4:30 pm F
9 am - noon Sat
Hours are reduced during spring/summer terms, semester breaks and holidays.
Department hours may vary from UHS building hours.

National Center on Drug Abuse Hotline
24 hrs/day, 7 days/wk (800) 662-HELP

University of Michigan Hospital
Psychiatric Emergency Hotline (734) 996-4747
Emergency Medical Services
24 hrs/day, 7 days/wk (734) 936-6666

U-M Addiction Treatment Services
8 am - 8:30 pm, M - Th (734) 232-0600
8 am - 5 pm, F or (800) 828-8020

MHealthy Alcohol Management Program (734) 998-2017

2. Crime Statistics

CRIME STATISTICS

Campus crime, arrest and referral statistics include those incidents reported to U-M DPSS, other law enforcement agencies and designated campus officials considered to be "Campus Security Authorities" (CSAs). These incident reports also are reviewed by the U-M DPSS Clery Compliance coordinator and DPSS commanders for consideration of timely warning publications. CSAs include but are not limited to University Housing staff; Division of Student Life staff; Athletics coaches; Office of Student Conflict Resolution; Office for Institutional Equity; University deans, and certain other officials in each school and college; student judicial affairs; senior human resource directors of Staff HR Services and Academic Human Resources and the Michigan Medicine Director of Labor Relations; advisors to recognized student organizations, and DPSS. Employees in these units who have primary responsibilities for dining, clerical and custodial services are excluded.

Campus "professional counselors" in Counseling and Psychological Services (CAPS) and Sexual Assault Prevention and Awareness Center (SAPAC) staff have state-provided confidential privilege and are not required to report crimes for inclusion into the Annual Security Report. However, as a matter of policy, they are encouraged to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

The crime classifications and geographical references in the statistics charts on pages 7, 8 and 9 are those required to be disclosed by the Clery Act. "On-campus property" includes all property in and around Ann Arbor that is owned or managed by the University. See pages 24-25 for a map. "Non-campus property" includes those U-M owned, managed or controlled-through-lease locations outside of Ann Arbor as well as those properties owned or managed by recognized student organizations, such as fraternities, sororities and cooperative houses. "Public property" includes the streets and sidewalks contiguous to the U-M on-campus property. The incidents listed as "reported to police" include reports to the U-M Police Department, the Ann Arbor Police Department, and other agencies which have jurisdiction for remote locations. "Reported to other CSAs" includes those crimes or disciplinary referrals for violations of crimes that were reported to U-M officials who are considered Campus Security Authorities other than police or security; these statistics are not duplicative of police reports.

The two charts on this page are provided as additional information regarding crime reports on campus. This information is not required by the Clery Act but is deemed helpful to our campus community. The larceny statistics are provided by the U-M Police Department. The chart of incidents reported to U-M's Sexual Assault Prevention and Awareness Center (SAPAC) represent all incidents reported to SAPAC, directly or indirectly, during the year, including incidents on and off campus, including out of state, as well as incidents that occurred during the reporting year or in previous years. Perpetrators could be strangers, friends, family members or acquaintances.

Reports made to U-M's Sexual Assault Prevention And Awareness Center (SAPAC)

Offense	2015	2016	2017
Sexual Assault	124	125	179
Intimate Partner Violence	31	28	49
Stalking	41	35	40
Sexual Harassment	25	60	45
Indecent Exposure	2	0	1
Unknown Incident Type	4	3	13

Larcenies On Campus

Offense	2015	2016	2017
Theft from a Building	493	395	408
Theft from a Motor Vehicle	41	36	37
Theft of Motor Vehicle Parts or Accessories	5	5	7
All Other Larcenies	121	131	127
Totals	660	567	579

TO REPORT A CRIME OR EMERGENCY:

EMERGENCY - DIAL 9-1-1

On-Campus - Non-Emergency
U-M Division of Public Safety and Security
(734) 763-1131

Off-Campus - Non-Emergency
Ann Arbor Police Department
(734) 994-2911

U-M 2017 Clery Statistics

OFFENSE	On-Campus Property			Non-Campus Property			Public Property			On-Campus Residence Halls †		
	Reported to DPSS	Reported to Other CSAs	Total	Reported to DPSS	Reported to Other CSAs	Total	Reported to DPSS	Reported to Other CSAs	Total	Reported to DPSS	Reported to Other CSAs	Total
Murder / Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	8	7	15	0	9	9	0	1	1	7	5	12
Fondling	7	3	10	0	4	4	0	0	0	3	2	5
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	2	0	2	0	1	1	0	2	2	1	0	1
Aggravated Assault	10	0	10	0	1	1	0	2	2	2	1	3
Arson	1	2	3	0	0	0	0	0	0	0	2	2
Burglary	18	0	18	4	0	4	0	0	0	6	0	6
Motor Vehicle Theft	7	0	7	0	1	1	0	1	1	0	0	0
Liquor Law Arrest/ Citations	161	0	161	0	26	26	21	0	21	73	0	73
Liquor Law Violations Referred for Disciplinary Action	0	1556	1556	0	1	1	0	4	4	0	1543	1543
Drug Law Arrests	76	0	76	0	8	8	6	0	6	22	0	22
Drug Law Violations Referred for Disciplinary Action	0	278	278	0	0	0	0	0	0	0	277	277
Weapon Law Arrests	2	0	2	0	0	0	1	0	1	0	0	0
Weapon Law Violations Referred for Disciplinary Action	0	2	2	0	0	0	0	0	0	0	2	2
Stalking *	13	7	20	0	0	0	0	1	1	2	2	4
Domestic Violence *	13	0	13	1	0	1	0	2	2	1	1	2
Dating Violence *	13	5	18	0	0	0	0	0	0	3	3	6

Total number of 2017 Clery-reportable crime reports that were determined by the responding police departments to be unfounded was 4.

"Reported to Other CSAs" are crimes that have been reported to U-M officials who are considered Campus Security Authorities other than police and security officers. These are not duplicative of police reports.

† Residential Facilities: These statistics are included in the On-Campus statistics; they include only incidents which occurred in residence halls and Northwood Community Apartments.

* Three new crime classifications were added to the Clery-reportable crimes for 2013. The reports for domestic violence and dating violence also may be included in a sexual assault or aggravated assault category.

Police reports include statistics from the U-M DPSS.

Statistics from the City of Ann Arbor Police Department and other jurisdictions (satellite properties) are included with the CSA report numbers.

2017 Bias Crimes

The following crimes that manifest evidence of prejudice based on race, religion, sexual orientation, gender, gender identity, disability, national origin or ethnicity were reported:

- 1 DPSS report, on campus, aggravated assault, race bias
- 1 DPSS report, on campus, aggravated assault, sexual orientation
- 7 DPSS reports, on campus, intimidation, race bias
- 1 DPSS report, on campus, intimidation, sexual orientation
- 1 DPSS report, non-campus, destruction of property/vandalism, race
- 6 DPSS reports, on campus, destruction of property/vandalism, race
- 1 DPSS report, on campus, destruction of property/vandalism, religion
- 1 DPSS report, on campus, destruction of property/vandalism, sexual orientation

See page 10 for definitions.

See pages 24-25 for "On-Campus Property" locations.

U-M 2016 Clery Statistics

OFFENSE	On-Campus Property			Non-Campus Property			Public Property			On-Campus Residence Halls †		
	Reported to Police	Reported to Other CSAs	Total	Reported to Police	Reported to Other CSAs	Total	Reported to Police	Reported to Other CSAs	Total	Reported to Police	Reported to Other CSAs	Total
Murder / Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	5	8	13	0	6	6	1	0	1	2	4	6
Fondling	7	6	13	2	0	2	0	0	0	3	4	7
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	2	0	2	0	0	0	2	0	2	0	0	0
Aggravated Assault	4	0	4	1	1	2	2	1	3	1	0	1
Arson	3	0	3	0	0	0	2	0	2	1	0	1
Burglary	11	0	11	10	0	10	0	0	0	1	0	1
Motor Vehicle Theft	4	0	4	0	0	0	3	0	3	0	0	0
Liquor Law Arrest/Citations	160	0	160	7	0	7	57	0	57	61	0	61
Liquor Law Violations Referred for Disciplinary Action	0	1603	1603	0	0	0	0	10	10	0	1594	1594
Drug Law Arrests	142	0	142	1	0	1	19	0	19	61	0	61
Drug Law Violations Referred for Disciplinary Action	0	362	362	0	2	2	0	0	0	0	360	360
Weapon Law Arrests	2	0	2	0	0	0	3	0	3	0	0	0
Weapon Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0
Stalking *	16	8	24	0	0	0	0	1	1	1	3	4
Domestic Violence *	3	0	3	0	0	0	0	0	0	1	0	1
Dating Violence *	17	5	22	0	0	0	1	0	1	4	2	6

Total number of 2016 Clery-reportable crime reports that were determined by the responding police departments to be unfounded was 3 (UMPD 2 and Ann Arbor Police 1).

"Reported to Other CSAs" are crimes that have been reported to U-M officials who are considered Campus Security Authorities other than police and security officers. These are not duplicative of police reports.

† Residential Facilities: These statistics are included in the On-Campus statistics; they include only incidents which occurred in residence halls and Northwood Community Apartments.

* Three new crime classifications were added to the Clery-reportable crimes for 2013. The reports for domestic violence and dating violence also may be included in a sexual assault or aggravated assault category.

Police reports include statistics from the U-M Police and the Ann Arbor Police.

Police in other jurisdictions reported no crime reports or arrests for alcohol, drug or weapons law violations at the following locations:

- Ann Arbor campus (Washtenaw County Sheriff and Michigan State Police)
- Other Michigan non-campus locations: Biological Station (9133 Biological Rd, Pellston MI), CS Osborn Preserve (Sugar Island, Sault Ste Marie MI), Detroit Center (3663 Woodward and 3901 Woodward), and Pinckney, MI, locations (George Reserve, Fresh Air Camp, Stinchfield Woods, Base Line Camp)
- Other non-campus locations: Pasadena, CA; Camp Davis (13405 S Bryan Flat Rd, Jackson WY) and numerous U.S. locations for student-athlete housing in hotels away from campus

2016 Bias Crimes

The following crimes that manifest evidence of prejudice based on race, religion, sexual orientation, gender, gender identity, disability, national origin or ethnicity were reported:

- 4 UMPD reports, on campus, property destruction, race bias
- 1 UMPD report, on campus, property destruction, sexual orientation bias
- 1 UMPD report, on campus, assault, religion bias
- 1 UMPD report, on campus, assault, gender bias
- 1 AAPD report, public property, intimidation, ethnicity bias

See page 10 for definitions.

See pages 24-25 for "On-Campus Property" locations.

U-M 2015 Clery Statistics

OFFENSE	On-Campus Property			Non-Campus Property			Public Property			On-Campus Residence Halls †		
	Reported to Police	Reported to Other CSAs	Total	Reported to Police	Reported to Other CSAs	Total	Reported to Police	Reported to Other CSAs	Total	Reported to Police	Reported to Other CSAs	Total
Murder / Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	7	11	18	0	3	3	0	0	0	4	6	10
Fondling	11	4	15	3	1	4	0	0	0	1	2	3
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	5	2	7	0	0	0	2	0	2	0	2	2
Aggravated Assault	6	0	6	1	0	1	0	0	0	0	0	0
Arson	4	0	4	0	0	0	0	0	0	2	0	2
Burglary	14	0	14	18	0	18	0	0	0	4	0	4
Motor Vehicle Theft	6	0	6	3	0	3	1	0	1	0	0	0
Liquor Law Arrest/Citations	165	0	165	17	0	17	89	0	89	89	0	89
Liquor Law Violations Referred for Disciplinary Action	0	1629	1629	0	2	2	0	5	5	0	1622	1622
Drug Law Arrests	110	0	110	2	0	2	23	0	23	43	0	43
Drug Law Violations Referred for Disciplinary Action	0	281	281	0	0	0	0	0	0	0	267	267
Weapon Law Arrests	3	0	3	0	0	0	1	0	1	1	0	1
Weapon Law Violations Referred for Disciplinary Action	0	2	2	0	0	0	0	0	0	0	2	2
Stalking *	19	4	23	1	0	1	0	0	0	7	1	8
Domestic Violence *	8	0	8	0	0	0	0	0	0	2	0	2
Dating Violence *	24	5	29	0	1	1	0	0	0	3	2	5

Total number of 2015 Clery-reportable crime reports that were determined by the responding police departments to be unfounded was 4 (UMPD 3 and Ann Arbor Police 1).

"Reported to Other CSAs" are crimes that have been reported to U-M officials who are considered Campus Security Authorities other than police and security officers. These are not duplicative of police reports.

† Residential Facilities: These statistics are included in the On-Campus statistics; they include only incidents which occurred in residence halls and Northwood Community Apartments.

* Three new crime classifications were added to the Clery-reportable crimes for 2013. The reports for domestic violence and dating violence also may be included in a sexual assault or aggravated assault category.

Police reports include statistics from the U-M Police and the Ann Arbor Police as well as: Michigan State Police (one on-campus alcohol arrest and one on-campus drug arrest), Novato Police Department (hotel in Novato, CA – two non-campus alcohol arrests), Las Vegas Police (hotel in Las Vegas, NV, one non-campus burglary), and the Tampa Police Department (two hotels in Tampa, FL, one non-campus drug law arrest).

Police in other jurisdictions reported no crime reports or arrests for alcohol, drug or weapons law violations at the following locations:

- Ann Arbor campus (Washtenaw County Sheriff)
- Other Michigan non-campus locations: Biological Station (9133 Biological Rd, Pellston MI), CS Osborn Preserve (Sugar Island, Sault Ste Marie MI), Detroit Center (3663 Woodward and 3901 Woodward), and Pinckney, MI, locations (George Reserve, Fresh Air Camp, Stinchfield Woods, Base Line Camp)
- Other non-campus locations: Pasadena, CA; Camp Davis (13405

2015 Bias Crimes

The following crimes that manifest evidence of prejudice based on race, religion, sexual orientation, gender, gender identity, disability, national origin or ethnicity were reported:

- 1 UMPD report, on campus, intimidation, ethnicity bias
- 1 UMPD report, on-campus in a residence hall, intimidation, religion bias

See page 10 for definitions.

See pages 24-25 for "On-Campus Property" locations.

Definitions for the Clery Statistics Charts

Aggravated Assault - An unlawful attack by one person upon another wherein the offender uses a weapon or displays it in a threatening manner, or the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness. This also includes assault with disease (as in cases when the offender is aware that he/she is infected with a deadly disease and deliberately attempts to inflict the disease by biting, spitting, etc).

Arson - To unlawfully and intentionally damage, or attempt to damage, any real or personal property by fire or incendiary device.

Bias Crime - See Hate Crime

Burglary - The unlawful entry into a building or other structure with the intent to commit a felony or a theft.

Dating Violence - Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Domestic Violence - A felony or misdemeanor crime of violence committed

By a current or former spouse or intimate partner of the victim; By a person with whom the victim shares a child in common; By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Drug Abuse Violations - Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (demerol, methadones); and dangerous non-narcotic drugs (barbiturates, benzodrine).

Forcible Sodomy - Oral or anal sexual intercourse with another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity. Beginning in 2013, these reports, if any, are included in the Rape category.

Hate Crime - A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

Larceny - The unlawful taking, carrying, leading, or riding away of property from the possession, or constructive possession, of another person.

Liquor Law Violations - The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Manslaughter by Negligence - The killing of another person through negligence.

Motor Vehicle Theft - The theft of a motor vehicle.

Note: A "motor vehicle" is a self-propelled vehicle that runs on the surface of land and not on rails, and which includes automobiles, buses, recreational vehicles, trucks, motorcycles, motor scooters, trail bikes, mopeds, snowmobiles and golf carts.

Murder and Non-negligent Manslaughter - The willful (non-negligent) killing of one human being by another.

Non-Campus Property - off-campus property that is owned or managed by a recognized student organization, such as fraternities, sororities and cooperatives. Additionally, this includes incidents reported at remote campus locations on property owned or leased by U-M.

On-Campus Property - the property the U-M (Ann Arbor) owns or manages within the city of Ann Arbor as well as Ann Arbor Township.

Public Property - the streets, sidewalks and public parking facilities that adjoin campus property.

Robbery - The taking, or attempting to take, anything of value under confrontational circumstances from the control, custody, or care of another person by force or threat of force or violence and/or by putting the victim in fear of immediate harm.

Sexual Assault - An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's UCR program.

Sexual Assault With An Object - To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity. Beginning in 2013, these reports, if any, are included in the Rape category.

Sex Offenses - Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

- **Rape** - The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling** - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest** - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** - Sexual intercourse with a person who is under the statutory age of consent.

Stalking - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to: Fear for the person's safety or the safety of others; or Suffer substantial emotional distress.

For the purpose of this definition:

- **Course of conduct** means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- **Reasonable person** means a reasonable person under the similar circumstances and with similar identities to the victim.
- **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- Any incident meeting this definition is considered a crime for the purposes of Clery Act Reporting.

Weapon Law Violations - The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

Definitions from the Department of Justice or the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

3. Annual Fire Safety Report

FIRE SAFETY IN ON-CAMPUS HOUSING

Keeping our campus safe and healthy is a priority for everyone. Planning ahead and taking precautions can be important elements in maintaining a safe environment. This especially is true regarding fire prevention – from installing appropriate infrastructure to taking personal responsibility to prevent accidental or intentional fires – everyone can participate. In on-campus residential environments with hundreds of people living in close proximity, each person must adhere to strong fire prevention practices and look out for their neighbors. University Housing provides a number of important services and programs designed to help students think ahead, live smart and play it safe during their years in University Housing. All residence halls, including resident rooms, are smoke-free environments. Space heaters, electrical appliances with exposed heating elements and all open flames are among items prohibited in the residence halls. For more information, visit www.housing.umich.edu/health-and-safety

A minimum of one fire drill per academic year was conducted in each residence hall in 2016. Activating a false fire alarm is a violation of state law. See *Fire Setting and False Alarms* section on page 31. All fires should be reported to the U-M Division of Public Safety and Security by calling 9-1-1 or pulling a fire alarm station. All building occupants must exit the building as quickly as possible when an alarm is sounding

or fire or smoke is visible. Re-occupancy will be allowed once an all-clear is issued by fire, police or security personnel.

RESIDENCE HALLS: Each traditional residence hall is protected by a code-compliant fire alarm system that includes hard-wired intelligent smoke detectors and sounder-bases in each residential space. Notification of occupants is effected by horns, speakers, strobe lights and sounder-bases. Each fire alarm system has 24-hour battery back-up power. All fire alarm systems report, upon activation, to the U-M Division of Public Safety and Security Dispatch Services via MOSCAD wireless transmission.

Each traditional residence hall is equipped with a fire-rated door assembly in each fire-rated enclosure, including stairwells, corridors and individual residential rooms. Each residential corridor also is equipped with one or more fire extinguishers.

The following chart details fire sprinkler systems currently installed in University of Michigan owned and operated traditional residence halls. "Full" refers to a building that is 100% protected by automatic fire sprinkler systems. "Partial" refers to a building that is not 100% protected.

NORTHWOOD APARTMENTS: Each University of Michigan owned and operated apartment is equipped with multiple code-compliant hard-wired/battery backup smoke detectors as well as one "ABC" type fire extinguisher.

BUILDING (BY LOCATION)	Sprinkler System	2017 Fire Drills	Date/Time	FIRE STATISTICS: IN 2015, 2016 AND 2017			
				Nature/Cause	Injuries	Deaths	\$ Damage
CENTRAL CAMPUS:							
Betsy Barbour, 420 South State St.	Full	2					
East Quad, 701 East University Ave.	Full	3	7/9/15 6:18 p.m.	Unintentional fire - electrical	0	0	\$8,500
Fletcher Hall, 915 Sybil St.	Full	3					
Helen Newberry, 432 South State St.	Full	2					
Henderson House, 1330 Hill St.	Full	2					
Lawyer's Club & Munger Residences, 551 S. State St.	Full	2	3/7/15 1:24 a.m.	Unintentional fire - cooking	0	0	\$151
Martha Cook, 906 South University Ave.	Full	2					
Munger Graduate Residences, 540 Thompson St.	Full	0	2/17/16 5:42 p.m.	Unintentional fire - cooking	0	0	\$2
			4/18/16 3:48 p.m.	Unintentional fire - smoking mat.	0	0	\$100
			10/6/17 12:54 a.m.	Unintentional fire - cooking	0	0	\$5,274.60
North Quad, 105 South State St.	Full	2					
South Quad, 600 E. Madison St.	Full	2	1/10/15 9:30 p.m.	Undetermined	0	0	\$5
			4/15/15 2:00 p.m.	Intentional fire	0	0	\$0
			4/16/15 9:15 a.m.	Intentional fire	0	0	\$0
			4/26/17 10:25 a.m.	Unintentional fire - equipment malf.	0	0	\$513.99
West Quad, 541 Thompson St.	Full	2					
HILL AREA:							
Alice Lloyd, 100 Observatory St.	Full	3					
Couzens Hall, 1300 E. Ann St.	Full	3	9/19/15 8:30 p.m.	Undetermined	0	0	\$0
Markley Hall, 1503 Washington Heights	Full	2					
Mosher Jordan, 200 Observatory St.	Full	2	10/10/17 9:17 a.m.	Unintentional fire - cooking	0	0	\$0
Oxford Housing, 603-627 Oxford Rd.	Full	2	12/10/16 2:00 a.m.	Unintentional fire - cooking	0	0	\$0
			4/24/17 4:24 p.m.	Unintentional fire	0	0	\$59,366.90
Stockwell Hall, 324 Observatory St.	Full	2	9/14/16 1:33 a.m.	Intentional fire	0	0	\$0
NORTH CAMPUS:							
Baits Houses, 1420-1441 Hubbard	Partial	2					
Bursley Hall, 1931 Duffield St.	Full	2	10/19/15 3:00 p.m.	Unintentional fire - smoking	0	0	\$0
NORTHWOOD APARTMENTS:							
1738 Murfin	None	0					
1634 Murfin	None	0					
2146 Stone	None	0					
2170 Hubbard	None	0	3/24/15 2:17 p.m.	Unintentional fire - cooking	0	0	\$10,000
1117 McIntyre	None	0	8/12/15 12:32 p.m.	Unintentional fire - cooking	0	0	\$400
1912 McIntyre	None	0	11/11/15 8:30 p.m.	Unintentional fire - cooking	0	0	\$45

4. Safety on Campus

CRIMINAL ACTIVITY

Reporting Crime On Campus

University community members, students, faculty, staff and guests are encouraged to report all crimes and public safety-related incidents to police or security in a timely manner. Bystanders or witnesses are encouraged to report when a victim is unable to report. Police are able to provide numerous resources to victims, investigate and solve crimes, assist in adjudication and help create personal safety plans. Sexual misconduct also may be reported to the Office for Institutional Equity.

To report a crime or an emergency, call 9-1-1. The call will be answered by the U-M Division of Public Safety and Security (DPSS) if on campus, or the Ann Arbor Police Department or other appropriate law enforcement agency off campus. Calls from campus Blue-Light Emergency telephones directly connect to DPSS. Dispatch officers are available at these respective agencies 24 hours a day to answer your calls.

Additionally, you can send an emergency text message about any crime on campus to 377911. Be sure to indicate the type of crime, time and location of incident, and any information about potential suspects or weapons. For non-emergencies, call (734) 763-1131.

If assistance is required from the Ann Arbor Fire Department, Huron Valley Ambulance, the Ann Arbor Police or another law enforcement agency, DPSS will contact the appropriate agency. If a sexual assault is reported, staff on the scene, including DPSS, will inform the survivor of a wide variety of services. The Sexual Assault Prevention and Awareness Center (SAPAC) also will be contacted. SAPAC has trained staff who are available to assist a reportee 24 hours a day.

This publication contains information about on-campus and off campus resources for victims of crimes and emergencies. The information about "resources" is not provided to infer that those resources are "reporting entities" for the University of Michigan.

Crimes should be reported to DPSS to investigate, ensure inclusion in the annual crime statistics, and aid in providing timely warning notices to the community when appropriate.

Information on criminal activity also may be reported anonymously by calling the University's Anonymous Tip Line at (800) 863-1355. The Ann Arbor Police Department also has a police tipline at (734) 794-6939.

All reports will be investigated. Because police reports are public records under state law, DPSS cannot hold reports of crime in confidence.

For a daily listing of incidents reported to DPSS, visit www.dpss.umich.edu.

Confidential Reporting

Persons who are victims of a crime and do not want to pursue action within the University system or the criminal justice system still may want to consider making a confidential report. With permission, the UMPD Police Chief or his designee can file a report on the details of the incident without revealing a victim's identity. The purpose of a confidential report is to comply with the

victim's wish to keep the matter confidential, while taking steps to ensure the future safety of the victim and others. With such information, the University can keep accurate records of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger.

Campus Security Authorities

Certain University employees are considered Campus Security Authorities by the University and the U.S. Department of Education. These include staff in University Housing; Division of Student Life (except some medical providers in University Health Service); Athletics coaches; Office of Student Conflict Resolution; Office for Institutional Equity; University deans, and certain other officials in each school and college; student judicial affairs; senior human resource directors of Staff HR Services, Academic Human Resources and Michigan Medicine Director of Labor Relations; advisors to recognized student organizations; and the Division of Public Safety and Security. Reports of crimes disclosed to these employees will be reported to the University's Clery Act Compliance coordinator in DPSS to be evaluated for issuance of a timely warning and included in the annual Clery Act crime statistics. Identifying information of the victims and/or survivors will not be published or disclosed.

Campus "professional counselors" such as Counseling and Psychological Services (CAPS) and Sexual Assault Prevention and Awareness Center (SAPAC) staff, have state-provided confidential privilege and are not required to report crimes for inclusion into the Annual Security Report. However, as a matter of policy, they are encouraged to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

Reporting Crime Off Campus

U-M Student Life maintains contact with recognized fraternity and sorority organizations through the efforts of the Office of Greek Life. Criminal activity at recognized fraternity and sorority residences as well as other off-campus properties should be reported to the Ann Arbor Police Department. The close working relationship between DPSS and the Ann Arbor Police allows staff to record and publish criminal activity near the campus and at non-campus locations housing recognized student organizations.

Emergency Blue Light Phones

When the telephone receiver is removed from the cradle or the button is pushed, DPSS is automatically alerted and an officer is sent to the location of the telephone. No dialing or conversation is required, however, try to describe the emergency, if possible.

See pages 24-25 for maps indicating emergency phone locations.

University and Police Response to Sexual Assault, Domestic Violence, Dating Violence and Stalking

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.

You May Report to the University, to Law Enforcement, to Both, or Neither.

We encourage survivors 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. Resources, support, and protective measures are available to you even if you decide not to participate in University or law enforcement processes. You will be provided with a rights and resources brochure titled "Our Community Matters" or provided with a website address for the document. 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 also may be obligated to share the report with law enforcement for possible handling through the criminal justice system. Even in such cases, though, you do not have to participate in the University or law enforcement processes if you do not wish to do so.

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.
- If the incident occurred on campus, contact U-M Division of Public Safety and Security (DPSS).
- If the incident occurred in Ann Arbor, contact the Ann Arbor Police Department.
- If you are uncertain where the incident occurred or which agency to contact, 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 assaults occurring in the residence halls or at Michigan Medicine, Housing Security 9-1-1 or (734) 763-1131 or Michigan Medicine Security 9-1-1 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 also will help individuals report a matter to law enforcement.

Reporting to the University

Sexual Assault

The University also provides many avenues for reporting of sexual assault. In all cases, the most direct reporting mechanism is to contact the Office for Institutional Equity: (734) 763-0235.

For concerns relating to a student respondent, another avenue is to file a student sexual misconduct complaint with the Office for Institutional Equity online:

studentsexualmisconductpolicy.umich.edu/report-an-incident

Another option in any case of sexual assault is to file a complaint via telephone or on-line with the Compliance Office through the Compliance Hotline: compliancehotline.umich.edu (866) 990-0111.

Domestic/Dating Violence or Stalking

For concerns relating to domestic/dating violence or stalking, the appropriate avenue for reporting depends on who the respondent is.

- For concerns involving students, contact the Office of Student Conflict Resolution: (734) 936-6308
- For concerns involving campus staff, contact Staff Human Resources: (734) 763-2387
- For concerns involving Michigan Medicine staff, contact Michigan Medicine Human Resources: (734) 647-5538
- For concerns involving faculty, contact Academic Human Resources: (734) 763-8938

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 page 14 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. 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 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 complainants in its crime alerts or crime logs.

**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.*

UNIVERSITY POLICY/URL	SCOPE	AVAILABLE SANCTIONS
U-M Policy and Procedures on Student Sexual and Gender-based Misconduct and other Forms of Interpersonal Violence https://studentsexualmisconductpolicy.umich.edu	Complaints of sexual assault (domestic violence, dating violence,) and stalking against University students	Disciplinary probation; restitution; restriction from employment; education program or project; University Housing transfer or removal; removal from course or activity; no contact; suspension; expulsion; transcript notation or hold; and withholding, delaying or revoking degree. See full policy Section Formal Resolution/sanctions
Sexual Harassment SPG 201.89-0 spg.umich.edu/policy/201.89-0	Complaints of sexual harassment (including sexual violence) against University employees	spg.umich.edu/policy/201.89-0 ("Corrective Action" section)
Statement of Student Rights and Responsibilities oscr.umich.edu/statement	Complaints alleging violation(s) of community values and expectations	https://oscr.umich.edu/statement
Violence in the University Community SPG 601.18 spg.umich.edu/policy/601.18	Complaints of violence, including domestic violence and stalking, against University employees, faculty, or students	Sanctions as available under other policies applicable to the relevant category of individuals, such as SPG 201.12 (employees) employee misconduct, Regents' Bylaw 5.09 (faculty), Statement of Student Rights and Responsibilities (students)
Managing Disruptive Behavior Michigan Medicine Policy 04-06-047 Call (734) 647-0696 for a copy of the policy or to make a complaint	Complaints against Michigan Medicine employees	Sanctions as available under other policies applicable to the relevant category of individuals
Responsible Use of Information Resources SPG 601.07 spg.umich.edu/policy/601.07	Complaints of cyber-stalking against University faculty and staff	Sanctions as available under other policies applicable to the relevant category of individuals, such as SPG 201.12 (employees) employee misconduct, Regents' Bylaw 5.09 (faculty), Statement of Student Rights and Responsibilities (students)

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 also can 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:

University Hospital
Emergency Department
(734) 936-6666

St. Joseph Mercy Hospital
Emergency Department
(734) 572-3000

University Health Services (UHS)
(734) 764-8320

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 domestic or dating 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

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.

See Quick Reference (page 5) or listing in the back of this report for contact information.

- Sexual Assault Prevention and Awareness Center
- Counseling and Psychological Services for Students
- Office of the Ombuds (for students)
- Faculty and Staff Counseling and Consultation Office (FASCCO) (for Central Campus faculty and staff)
- Michigan Medicine Office of Counseling and Workplace Resilience (for Michigan Medicine faculty and staff)

Confidential Community Resources

Confidential assistance in the local community includes the following resources:

- SafeHouse Center
- National Domestic Violence Hotline
- National Sexual Assault Hotline

Academic, Housing, Transportation, Employment, & Other Supportive Measures

The University also has resources to help those who have experienced sexual assault, intimate partner violence, or stalking obtain reasonably available protective 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 assistance in seeking court-ordered personal protection orders. Please contact either SAPAC (734) 936-3333 or U-M DPSS 9-1-1 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 protective 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); Dean of Students (for students) (734) 764-7420; Office for Institutional Equity (for students, faculty and staff); SAPAC (for students, faculty and staff).

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

Legal Assistance

- Student Legal Services
- Legal Services of South Central Michigan (LSSCM)

Family Law Project (FLP) (734) 998-9454 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.

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.

People who have been victims of certain crimes may qualify for immigration relief such as a U-Visa or be eligible to file an immigration visa petition under the VAWA provisions of the Immigration and Nationality Act.

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.

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

Prevention and Education for Domestic and Dating Violence, Sexual Assault and Stalking

The University of Michigan provides comprehensive prevention and awareness education to all incoming students, staff and faculty on domestic violence, dating violence, sexual assault and stalking. These primary prevention programs include bystander education information, information on consent, applicable state and local laws and campus policies, and risk reduction strategies for individuals and communities.

Prior to arrival on campus, students complete Community Matters, an online educational requirement for all incoming undergraduate students that addresses alcohol and sexual assault issues, dating violence, domestic violence and stalking. For more information on this program, visit <https://studentsexualmisconductpolicy.umich.edu/article/our-community-matters-resource-guide>

First-year undergraduate students also receive a peer-delivered, interactive primary sexual violence prevention workshop in the first semester on campus. This workshop is designed to promote healthy relationships and building students' skills in communicating about interests, needs, and desires in sexual or intimate relationships. Additionally incoming first year students receive a bystander education program in their first semester that reinforces bystander intervention skills introduced in their online educational course.

Incoming faculty, staff, and graduate and professional students complete an online educational course that includes:

- primary prevention information addressing sexual assault, dating violence, domestic violence, and stalking
- bystander intervention education
- sexual harassment information, including workplace harassment
- definition of consent for University of Michigan and relevant information on consent in the state of Michigan
- State law pertaining to dating and domestic violence, sexual assault, and stalking
- information on risk reduction
- information on resources available on campus to address these issues
- information on campus expectations and values

Ongoing Education and Awareness Programs

Throughout the year, SAPAC's professional staff provide culturally relevant professional training and educational programming to faculty, professional staff, and student staff on a variety of issues related to sexual assault, intimate partner violence, sexual harassment, and stalking. SAPAC's student volunteer groups and SAPAC professional staff deliver a wide range of culturally relevant educational programming and skills-training workshops for the entire campus community. Programming available include: bystander intervention training, sexual assault response training, men's only programming, workshops for athletic teams, workshops for Greek organizations, ally training, and many others. For more information or to request a workshop, please visit <https://sapac.umich.edu>

University of Michigan Wolverine Wellness program, Sexperteam, offers programs, training and primary prevention workshops to University of Michigan students on healthy sexuality and healthy relationships.

The Office for Institutional Equity provides ongoing training and education to University of Michigan faculty, professional staff and student staff on issues related to sexual misconduct and stalking, and staff reporting responsibilities.

The Abuse Hurts Initiative provides training on dating violence, domestic violence and stalking to faculty and staff members at University of Michigan. The program also distributes campus-wide promotional materials such as posters, bus signs, and wallet cards that provide information on institutional resources for support and assistance. The Abuse Hurts Initiative also supports speakers and educational programming to inform the campus community on issues related to sexual assault, intimate partner violence, and stalking. For more information, please visit <http://hr.umich.edu/stopabuse/>

For more information about U-M's comprehensive approach, see chart on page 17.

University of Michigan's Comprehensive Approach to Sexual Misconduct, Dating Violence, Domestic Violence, and Stalking
Developed by the Sexual Assault Awareness and Prevention Center (SAPAC), September 2017

Level 1: Strengthen individual knowledge and skills Enhance individual's capability to prevent violence and promote safety	Level 2: Promote community education Reach groups of people with information and resources to prevent violence and promote safety	Level 3: Educate Providers Inform providers who will transmit skills and knowledge to others and model positive norms	Level 4: Foster coalitions and networks Bring together groups and individuals for broader goals and greater impact	Level 5: Change Organizational Practices Adopt regulations and shape norms to prevent violence and improve safety	Level 6: Influence policy and legislation Enact laws and policies that support healthy community norms and a violence-free society
<ul style="list-style-type: none"> • For-credit courses in sexual violence prevention (LSA, Nursing, Kinesiology): Winter semester • Community Matters online training: delivered to all incoming undergraduate students, August • SAPAC and Wolverine Wellness Sexperteam's Relationship Remix in-person training offered in 160 workshops to all incoming students Fall semester • Change it Up! bystander intervention program: offered to all incoming undergraduate students graduate in-person and select graduate programs Fall semester • Sexperteam healthy sexuality educational programming offered throughout both semesters to entire campus • PULSE healthy relationship educational programming offered to the entire campus throughout both semesters • SAPAC Ally training offered to faculty, staff and students once a semester • Sober monitor training delivered to all fraternity sober monitors in fall semester • New student/parent orientation sessions offered in June-August • Other bystander intervention trainings offered by Human Resources to staff member year round. 2-3 per semester • Online training for incoming graduate and professional students, offered fall semester • Online training for staff and faculty offered on a rolling basis for all new employees • International student training • In-person training for high-impact student populations: greek life students, ROTC, marching band, club sports and varsity athletes • SAPAC student-led workshops on health relationships, bystander intervention, and survivor support offered to any student group on campus • Training for incoming staff on their role as Responsible Employees, reporting duties, and responding to disclosures of sexual misconduct 	<ul style="list-style-type: none"> • Abuse Hurts initiative website available to campus community year-round • Campaigns from Abuse Hurts initiative offered year-round • Poster campaigns promoting services of SAPAC and encouraging empathetic response to survivors, bystander intervention, and consent • Invited speakers several times each semester from various schools and colleges • Expect Respect campaign available community-wide across campus • Sexual Misconduct annual report published and publicized in Fall semester • Beyond the Diag safety messaging delivered in fall and spring semesters • UMETC performances delivered to audiences in fall and winter semesters • Better Bystander Month • Yes Means Fest • SAPAC tailgating at high-visibility home games • Body Peace Corps presentations and performances: Fall and winter semester • Safe in Sisterhood sorority program offered to all sorority members Fall semester • Student organization events offered fall and winter semester • Engineering ER program and trainings offered fall and winter semester • Campus-community educational events (Take Back the Night rallies, Speak-outs, rEV: Making Art for Change art exhibit) • Op-eds in local newspaper offered year-round • CRLT Players presentations to graduate student instructors Fall and winter semester • Survivor Speak-out: November • Focus groups for Social marketing campaign addressing role of alcohol and sexual assault spring semester • Video of U-M leadership discussing sexual violence promoted in April and embedded in institutional trainings and websites • Raise the Bar • Bystander Intervention training, led by SAPAC student volunteers, for all new pledges in IFC as part of their Greek Life orientation 	<ul style="list-style-type: none"> • Training for housing and student life leadership, Greek leaders, academic advisors, band, ROTC fall and winter semesters • 25hr. training for SAPAC volunteers February • Training and professional development resources provided to AAPD and prosecutor's office Fall semester and summer • Abuse Hurts training for managers offered year-round • Policy training for all team coaches spring and summer • Ongoing professional development and training for UHS providers and SANE team • Start By Believing Campaign • Roundtable discussion and cross-training between University of Michigan Stakeholders, facilitated by UMDPSS with University of Hawaii and Honolulu Police Department 	<ul style="list-style-type: none"> • Response coordination across campus entities including: <ul style="list-style-type: none"> ◦ UHS ◦ OIE ◦ CAPS ◦ Housing ◦ DPSS ◦ Greek Life ◦ Student Life • Partnerships with faculty to evaluate programs (e.g., Relationship Remix, Community Matters, and Change it Up!) • Partnerships with faculty for SAPAC staff guest lectures in classrooms • Participation in county-wide Sexual Assault Response Team (SART) • Mutual Aid and Assistance agreement with AAPD • Partnership with Safehouse Center • Development of network of community-based therapists for referral • Institutional relationship and collaboration with Victim Assistance program in prosecutor's office • Pan-hel Peer Educators program in Greek Life 	<ul style="list-style-type: none"> • Robust survivor supports in place including: <ul style="list-style-type: none"> ◦ SAPAC individual advocacy ◦ Crisis line advocacy ◦ Advocate Chat program ◦ CAPS short-term counseling ◦ SANE program ◦ FASCCO and Michigan Medicine Office of Counseling and Workplace Resilience • Clery Act reporting • OSCR sanctioning • Student Sexual Misconduct Policy revision process and new policy implementation • Community Matters mandated training letter to students • Online reporting mechanism on SSMP website • DoS Student Critical Incident Coordinators • Sober Monitors at IFC events • Sexual Misconduct Case Management meetings • Greek Life Hazing Taskforce • NCAA hazing regulations • Dean of Students Behavioral Intervention Team • Greek Life Achievement Expectations • Community Living at Michigan standards (Housing) • Statement of Student Rights and responsibilities • Standard practice guides on sexual harassment and violence in the workplace • Standard practice guide on minors on campus • Campus Climate Survey outcomes promotion • Peer Led Support Group 	<ul style="list-style-type: none"> • Op-eds in local newspaper • Sexual Misconduct annual report • A2C3 ongoing campus-community work related to sexual violence prevention • Alcohol amnesty policy • SAPAC/U-M participation in state and national policy and legislative efforts • SAPAC participation in statewide Sexual Violence Prevention planning committee • U-M participation in NCAA sexual violence prevention • U-M participation in state-wide sexual violence conferences

Categories adapted from Sexual Violence and the Spectrum of Prevention: Towards a Community Solution

EMERGENCY NOTIFICATION AND RESPONSE

UM Emergency Alert System

UM Emergency Alert is a mass, urgent notification system, comprised of a variety of methods by which the University, without undue delay, will notify students, faculty and staff of an active, major campus emergency, including:

- Text message (SMS) to registered cell phones
- Voice message to registered telephones
- Push notification to Michigan app and DPSS app
- Emails
- Websites (umich.edu and dpss.umich.edu)
- Twitter & Facebook (@umichdpss)
- Some campus digital signs

When U-M DPSS leadership confirms there is a significant active emergency or dangerous situation impacting the public safety of the campus, an urgent notification will be sent without undue delay by DPSS through the UM Emergency Alert system. Initial confirmation by DPSS may occur by observation of a police or security officer, multiple witness telephone calls, alarms activating in DPSS Dispatch Services or a confirmed report from another emergency responding agency (such as the National Weather Service, the fire department, ambulance, hazardous materials response team, FBI, County Public Health, etc.).

Examples of activations may include:

- An active violence incident, such as an active attacker
- A tornado warning for the county
- A major hazardous material spill
- An emergency reduction in operations.

Localized incidents within a building (such as a small fire, hazardous material spill in a lab or non-confirmed bomb threat) probably will not require a mass notification.

The emergency message content will contain pre-scripted brief messages or tailored content developed in consultation with DPSS leadership. The message will be sent by DPSS. This information will be shared to help the public take action for their safety, unless, in the professional judgment of DPSS leadership, issuing a notification will compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. Follow-up information, including an "all-clear" message, will be disseminated as appropriate, except for an expired weather warning.

As a large multi-campus system, we require more than a single mode of notification in an emergency. UM Emergency Alert adds to the array of communication methods used during campus emergencies, such as building alarms and public address announcements. However, the UM Emergency Alerts are issued campus-wide, not to smaller segments of the community.

In order to receive urgent notification alert messages, faculty, staff and students may register (via Wolverine Access) telephone or cell phone numbers and a device to receive text messages. The University automatically will register all faculty, staff and student umich email addresses. Additionally, messages can be received by downloading the Michigan app or DPSS app.

Timely Warnings

When a crime is reported to law enforcement or a Campus Security Authority, either on or off campus, that in the judgement of the commanders of U-M DPSS constitutes an ongoing or continuing threat to the University community, a campus-wide "Crime Alert" will be issued to serve as a timely warning and to aid in the prevention of similar crimes. The UMPD Chief or designee and Public Information Officers will develop the content of the warning. Victim's names will never be disclosed in the alerts or to media. Crime alerts likely will not be issued when the release of such information would compromise an investigation or when the report is made after considerable delay, such as seven or more days.

A copy of the crime alert will be posted on the DPSS website (dpss.umich.edu) and emailed to all students, faculty and staff. Anyone with information warranting a timely warning should report the circumstances to DPSS by telephone (734) 763-1131 or in person at the Campus Safety Services Building at 1239 Kipke Dr., east of Crisler Center.

Other Communication Methods

In addition to the UM Emergency Alert system and crime alerts, DPSS may employ a variety of communication methods to inform building occupants or a larger portion of campus about imminent safety threats. Communication methods will be employed based on a number of factors that will be evaluated for each incident, such as the nature and extent of the threat, the technology available in that building or area, the time of day, etc. Other communication methods may include use of the city's outdoor warning sirens, public address systems, fire alarm systems, digital signage, handheld or vehicle-mounted public address device, portable radios, mass media, door-to-door notification and social media. Usually a summary of an incident will be posted on the DPSS website as well (dpss.umich.edu).

Emergency Operations Plan

Emergency procedures, including evacuation and shelter-in-place instructions, are posted on the DPSS Emergency Management website at <https://dpss.umich.edu/content/emergency-preparedness/>.

Emergency procedure posters with basic instructions are posted in classrooms, employee lounges, hallways and other high traffic areas around campus. Building-specific evacuation maps are posted in strategic locations in occupied campus buildings.

Students, faculty and staff with questions about emergency procedures in their building should check with their facility manager or contact DPSS Emergency Management at (734) 763-8391.

Emergency preparedness plans are exercised at minimum each year. These exercises could be announced or unannounced drills or tabletop, functional or full-scale exercises. The following drills and exercises were conducted in 2017.

- City of Ann Arbor Barton Dam Failure - October
- Michigan Stadium Vehicle Borne Attack - August
- College of Engineering Dean's Cabinet Protesting - October
- Wolverine Thunder Radiological Theft - March
- Executive Officer EOC Orientation - October
- Medical School Dean's Cabinet Emergency Reduction in Operations - December
- Michigan Medicine Surge Capacity - April
- Recreational Sports Active Attacker - April
- University Health Services Active Attacker - May

- University Health Services Notification Drill – August

A minimum of one fire drill per academic year is conducted in each residence hall. The UM Emergency Alert system is tested once each semester. Additionally, emergency response training presentations by DPSS staff are available for staff and faculty meetings.

Missing Student Notification protocol

During student move-in, on-campus residents are required to fill out their emergency information cards. These cards also provide residents with the ability to provide a confidential contact (a person to be called if they are believed to be missing). The information on the card also informs the residents that if they are under the age of 18 and are missing, police will contact their parent or legal guardian, unless they are deemed an emancipated minor. The information is maintained at the building level and available to professional Housing staff and police, for purposes of pursuing a missing persons investigation.

If someone has concern that a student resident is missing, this concern should be reported to a University Housing professional staff member. DPSS in collaboration with Residence Education and other Housing partners will conduct a preliminary investigation in order to verify the situation, and will obtain information around circumstances that relate to the student in question. If preliminary investigations are unsuccessful in locating the student and/or show cause for concern, DPSS will make notification to the confidential contact designated by the student, if the student is deemed missing through investigative efforts. That contact will be made within 24 hours of that determination.

HATE CRIME

A hate crime, generally, refers to a crime committed not out of animosity toward a victim as an individual, but out of hostility toward the group to which the victim belongs. Hate crime is the violence of intolerance and bigotry, intended to hurt and intimidate someone because of their race, ethnicity, national origin, religion, sexual orientation, gender identity, or disability.

Reporting Bias Incidents

The University of Michigan is committed to the success of all our students, staff and faculty. By working to create an environment that values and celebrates our diverse community and fosters respect for every individual, you can help ensure that all persons can perform up to their full potential.

If you witness or experience conduct that discriminates, stereotypes, excludes, harasses or harms anyone in our community based on their identity (such as race, color, ethnicity, national origin, sex, gender identity or expression, sexual orientation, disability, age or religion) please report it to the University by calling (734) 615-BIAS (2427) or online at urespect.umich.edu.

If you believe you have experienced a hate crime, you may report it directly to the U-M DPSS (on campus) at (734) 763-1131 or the Ann Arbor Police (off campus) at (734) 994-2911.

If you are not sure you have experienced a hate crime and would like to discuss the incident, please call (734) 615-BIAS (2427).

INDECENT EXPOSURE

Indecent exposure is a form of sexual exploitation and is a serious offense. Often the assailant is someone who perpetrates repeatedly in the same location.

RISK REDUCTION TECHNIQUES

Indecent Exposure

- If you witness this type of behavior, yell loudly to alert others around you and run away if you are fearful of attack.
- Call 9-1-1 for police assistance, or use an emergency blue light phone.
- Call SAPAC (734) 936-3333 for support and assistance.

MEDICAL EMERGENCIES

Call 9-1-1 for emergency response. Emergency health care providers on campus include the following:

Providers

Michigan Medicine Emergency Department

1500 East Medical Center Drive
(734) 936-6666
med.umich.edu/em/

Michigan Medicine ER provides emergency care 24 hours/day, 7 days/week. It is a nationally recognized trauma center, equipped to deal with all urgent and emergency problems for persons of all ages.

Michigan Medicine Psychiatric Emergency Services

1500 East Medical Center Drive
(734) 996-4747
med.umich.edu/psych

U-M Psychiatric ER provides psychiatric emergency care 24 hours/day, 7 days/week, including emergency walk-in consultation and phone service for persons of all ages.

University Health Service (UHS)

207 Fletcher Street
Ann Arbor, MI 48109-1050
(734) 764-8320 Information, appointments and advice
uhs.umich.edu

UHS is a health care clinic and wellness resource located on central campus. Appointments are required for most medical services. UHS can handle minor emergencies but is not equipped to handle major medical emergencies. Call for nurse advice, day or night, which may prevent a trip to UHS or the ER.

For more information on UHS, see page 38.

Handling Alcohol Emergencies

Alcohol or other drug overdoses can result in abnormal behavior, unconsciousness or even death. Know the signs of an alcohol emergency and know what to do.

What you need to do:

Don't assume a person will sleep it off! People may pass out before all the alcohol or other drugs reach the brain. The heart and lungs can slow to the point of stopping. Do not use cold water or caffeine to attempt to wake the person up. Do not force food or exercise on him/her.

Stay with the person. Turn and keep the person on his/her side to prevent choking on vomit.

Call 9-1-1 immediately if the person:

- Is unconscious or semi-conscious (does not respond when you shake, shout at, pinch or prod him/her)
- Has skin that is pale, bluish (especially around the lips and fingernails), cold or clammy
- Has slow, irregular or shallow breathing (8 or fewer breaths/minute)
- Used alcohol with other drugs (especially depressants like Oxycontin or Xanax)
- *When in doubt, call 9-1-1.*

Medical Amnesty

Medical amnesty helps ensure that minors at medical risk as a result of alcohol intoxication will receive prompt and appropriate medical attention. It removes perceived barriers to seeking help.

Michigan law continues to prohibit a minor from purchasing, consuming, or possessing, or attempting to purchase, consume, or possess, alcoholic liquor and from having any bodily alcohol content.

A minor (under the age of 21) will be exempt from prosecution as follows:

- A minor who, after consuming alcohol, voluntarily presented himself or herself to a health facility or agency for treatment or observation, including medical examination and treatment for any condition as a result of sexual assault (as defined in Michigan law).
- Any minor who accompanied another minor who, after consuming alcohol, voluntarily presented himself or herself to a health facility or agency for treatment or observation, including medical examination and treatment for any condition as a result of sexual assault (as defined in Michigan law).
- Any minor who initiated contact with law enforcement or emergency medical services personnel for the purpose of obtaining medical assistance in connection with a legitimate health care concern.

For more information on alcohol and other drugs, visit uhs.umich.edu/aod

Handling Hazardous Material Emergencies

Chemical, Radioactive, and Biohazard Materials

The most important thing you can do to help in a hazardous material emergency is be prepared. As part of your routine operation, you should know the hazards associated with the materials that you work with and what immediate steps to take if you or a co-worker are exposed. You also should know the locations of fire extinguishers, first aid kits, emergency eye wash stations and showers.

The most important thing to do in an emergency is call 9-1-1 as soon as possible and provide the communications officer with as much information as you can.

- Exact location of the incident and its surroundings (i.e., storm drains).
- Name of the material spilled and the amount.
- Report any injuries.
- Report any noticeable release into the environment.
- Provide a safe location where you can meet with emergency crews.

For small spills in your work area, perform cleanup if:

- You have received appropriate training for the materials involved.

- You have access to the necessary personal protective equipment.
- You have access to the necessary equipment to clean up the materials.

If you have been contaminated, remain at your location if it is safe to do so. Minimize your movement to avoid spreading contamination.

For additional information consult U-M's Hazardous Materials Management group in Environment, Health and Safety at (734) 763-4568. By being prepared and knowing what actions to take in an emergency, you can make your work area a safer place!

PROPERTY SAFETY

Laptop Computer & Bicycle Registration

Laptops, other portable electronic devices, and bicycles are easy targets for theft. In addition to the cost of replacement, they often have personal information and intellectual property that can be difficult or impossible to recover and protect. The University of Michigan Division of Public Safety and Security offers a free Laptop, Personal Electronic, and Bicycle Registration Program to members of the campus community to deter theft and avoid the consequences or assist in the recovery of stolen property.

Once you register your information, you'll receive two stickers to place on your property. These stickers will help serve as a theft deterrent. Additionally, if your property is found or recovered, the registration record will help police return your property to you. The program is intended for the University community. Visit the U-M DPSS website (www.dpss.umich.edu) for more details.

TRANSPORTATION OPTIONS

For updated campus transportation information, visit www.ltp.umich.edu

University Buses

University buses, in general, run seven days per week year round, except for six official holidays. Specific routes may vary by day and time of year. Visit www.ltp.umich.edu for specific routes and schedules, including the "magic bus" map to show current bus locations.

Ann Arbor Area Buses

The Ann Arbor Area Transportation Authority (The Ride) operates the local public transit system for greater Ann Arbor and Ypsilanti. Patrons with a valid MCard may ride for free. Visit www.theride.org for details and bus routes.

SafeRide

SafeRide Home is a free late-night service that transports students, faculty, and staff to their residence or vehicle in their off-campus neighborhood. Riders may use this service once per evening and must present a valid U-M ID.

Upon calling SafeRide, users will be presented with two ride options based on their pick-up location and time:

1. From any U-M building between 10pm and 2am (fall and winter semesters only).
2. From Shapiro Undergraduate Library, the Duderstadt Center, or the Cancer Center between 2am and 7am.

To request a ride, call (734) 647-8000.

Ride Home

Ride home is a free shared cab rides service for Students, faculty, and staff to their residence or parked car within one mile radius of campus. Pick up locations are limited to Shapiro Library, Duderstadt Center, and UH South staff entrance. The program runs 2 a.m. - 7 a.m. during fall/winter semesters and 1 a.m. - 7 a.m. during spring/summer semesters. The UH South staff entrance, which is 1am - 7am year round. To schedule a ride, call 734.647.8000 and select option #2

Night Ride

Night Ride is a \$5 shared-ride taxi service within the city of Ann Arbor. This program runs from 11:00 p.m. to 6:00 a.m. Monday through Friday and from 7:00 p.m. to 7:30 a.m. Saturday and Sunday. \$2 surcharges are added to trips that begin or end outside Ann Arbor without an advance reservation. To request a ride, call the SafeRide number (734) 647-8000 and select menu option three.

Emergency Ride Home

Free taxi rides can be provided in emergency situations for faculty, staff and students to return to their vehicle parked in remote lots or to any location (home, school, daycare provider, etc.). The service is available 24 hours a day, 7 days a week. Use of the program is limited to six times per permit year. To request a ride, call the U-M DPSS at (734) 763-1131.

State Street Ride

Free after-hours taxi service from any U-M building to the South State Street Commuter (Park & Ride) lot after buses have concluded daily service. This service is available Monday through Friday from 10:00 p.m. to 6:00 a.m. To request a ride, call Blue Cab directly at (734) 547-2222.

Paratransit

Scheduled door-to-door service for students, faculty and staff with disabilities. To register for the rides, contact Services for Students with Disabilities at (734) 763-3000.

WORKPLACE VIOLENCE AND THREATS

The University is committed to maintaining an environment that is safe and free from violence and will not tolerate violent and threatening behavior. All University community members share this responsibility and are expected to maintain a safe and secure climate through behavior that does not involve acts of violence, threats or aggression as outlined in the U-M Standard Practice Guide (spg.umich.edu/policy/601.18).

Acts of violence and aggression include verbal or physical actions that create fear or apprehension of bodily harm or threaten the safety of a supervisor, co-worker, faculty member, student, patient, member of the general public or the University community at large. Examples of such behavior include on or off duty or off premises acts that adversely affect the University:

- Any act which is physically assaulting
- Behavior or actions that would be interpreted by a reasonable person as carrying a potential for violence and/or acts of aggression
- Any act that threatens harm to another person or damage to property
- Domestic violence
- Stalking (including electronic stalking)

Acts of violence cannot be predicted with absolute certainty, although we can minimize the risk to everyone when behaviors that are observed are reported to appropriate authorities. Often threats or acts of aggression escalate to a level of violence when

there is poor communication with a person and that person cannot cope under the stress of confrontation.

When interacting with a potentially aggressive or violent person, be aware of your reactions, report all behaviors to others, and follow these suggested guidelines:

- Remain calm, speak in a low voice.
- Don't argue or agree with distortions.
- Let them know of consequences... "I'll call the police if you don't sit down and stop yelling... I can't help you if you don't calm down."
- Avoid invasion of "personal space;" keep a safe distance of 3-6 feet; place barriers between you and the subject.
- Treat people with respect regardless of their behavior and avoid being judgmental.
- Do not make promises that you cannot fulfill.
- If the person has an appeal to a higher authority, then so inform them.
- Report all behaviors to appropriate authorities or UMPD at "9-1-1."

If the behavior reaches the point of violence then:

- Remain calm. Dealing with the person calmly and confidently will help reduce further communication problems.
- Call "9-1-1." If you cannot call yourself, have someone else call for you.
- Do not try to physically force a person to leave.
- If violent behavior is occurring, escape, hide if not already seen, or cover up.
- Position yourself, if possible, so that an exit route is readily accessible.
- Never attempt to disarm or accept a weapon from the person in question.
- Don't argue, threaten, or block their exit.

Any member of the University community, contractor, or visitor can report a violation and seek assistance. In addition, employees in positions of authority (including deans, directors, chairs, supervisors, faculty, graduate student instructors, coaches or others who oversee employees or students) have an obligation to contact the appropriate resources if they see or are informed of violence or threats of violence. Resources include:

- The U-M Division of Public Safety and Security provides consultation and preventive services as well as an immediate law enforcement response.
- The Office of Student Conflict Resolution (OSCR) manages the community's response to allegations of Statement of Student Rights and Responsibilities violations. Any member of the Michigan community may submit a request for services. OSCR will provide information, assistance and support to all community members involved in the complaint process.
- Academic and Staff HR Services addresses violence, or threats of violence, that involves a faculty or staff member. Members of the University community, contractors and visitors concerned about such violence should report to the appropriate manager and/or to Academic and Staff HR Services. Supervisors receiving such reports should contact Academic and Staff HR Services.

Seeking Confidential Counseling

Faculty and staff may contact the Faculty and Staff Counseling and Consultation Office (FASCCO) for any personal concerns related to violence or aggressive behavior.

Students may seek services from Student Life Counseling and Psychological Services (CAPS).

Faculty, staff and students may contact the Sexual Assault and Prevention Awareness Program (SAPAC) in cases of sexual assault, domestic or dating violence or stalking.

Safety and Risk Reduction Techniques

The following prevention tips are offered to help insure personal safety and the safety of one's belongings.

ACTIVE ATTACKER RESPONSE

Call 9-1-1

RUN – if there is an accessible escape path, use it

- Move away from the threat as quickly as possible
- Evacuate regardless if others agree
- Leave your belongings behind

HIDE – if evacuation is not possible, find a secure place to hide and barricade your space

- Lock and secure doors
- Create barriers to prevent or slow down the threat from getting to you
- Remain out of sight and quiet – silence your phone

FIGHT – as a last resort – and only when your life is in imminent danger – attempt to disrupt and/or incapacitate the active attacker

- Incorporate a distraction – throw items and yell loudly
- Commit to your actions – be aggressive and use improvised weapons
- Disarm the attacker – solicit help, there is strength in numbers

AUTOMATED TELLER MACHINE (ATM) SAFETY

ATMs are conveniently located all around Ann Arbor and some areas of the campus. You can help to protect yourself and your property by following these easy tips:

- Choose a well-lit ATM and have someone with you when using the machine at night.
- Be ready. Have your card handy, but not necessarily in plain view.
- Stand directly in front of the machine so that no one can see you enter your Personal Identification Number (PIN).
- Cancel your transaction and return later if anything seems suspicious.
- Pocket your cash immediately and count it later.
- If you lose your ATM card, report it immediately to your financial institution.

BICYCLE SAFETY

To cycle safely, remember to:

- Ride with the traffic or use bike paths whenever possible.
- Follow same driving laws as motor vehicles.
- Use reflectors, reflective tape, or other similar devices on bikes or on your clothing.
- Lights are required at night.

Bicycles are attractive targets for thieves and vandals. The following simple but effective tips can make your bike a less attractive target for crime:

- Lock it up: Use a U-Lock bike lock.

- Lock your bike to a bike rack

For your own personal use, record the identifying characteristics and the serial number of your bike, and keep the information in a safe place.

Register your bicycle with the U-M DPSS (dpss.umich.edu).

COMPUTER AND IDENTITY INFORMATION SAFETY

Protect your computer and mobile devices:

- Register your electronics with the U-M DPSS (dpss.umich.edu) to assist in recovering lost or stolen devices
- Use a password or PIN to lock portable devices
- Never leave them unattended

Protect yourself and your information online:

- Use up-to-date anti-virus and anti-spyware software available at no cost to the U-M community at safecomputing.umich.edu/antivirus.
- Use passwords wisely:
 - Never use your UMICH Kerberos password (the one you use for Wolverine Access) for non-U-M accounts
 - Use a different strong password for each online account
 - Never share your password with others
 - Never use another person's password
- Be wary of peer-to-peer file sharing, which can open your computer to infection. It also can make you vulnerable to costly legal problems. Find out more at safecomputing.umich.edu/copyright
- Never respond to an e-mail request for private personal information such as your social security number, password, or credit card number; no legitimate company will request information in this way.
- Lock your screen or log out before you walk away from any publicly accessible computer.
- Call the U-M DPSS at (734) 763-1131 immediately if you receive a threatening e-mail or if your device is stolen.

For more tips and information, visit safecomputing.umich.edu

DRIVING AND VEHICLE SAFETY

Effective safety tips include:

- Have your keys in hand before you reach your vehicle.
- Check the interior of your vehicle before entering it.
- If you have a flat tire in a questionable area, drive on it until you reach a safe, well-lit area.
- When parking your vehicle at night, select a spot that is well lit.
- Always keep car doors locked.

FIRE SAFETY

- If you see smoke or fire, activate the fire alarm and call 9-1-1 from a safe location.
- Familiarize yourself with locations of fire alarm pull stations, fire extinguishers, stairways and emergency exits in your building(s). Always identify two means of egress from your location.
- If the building's fire alarm sounds, immediately evacuate via the nearest exit, encouraging those around you to evacuate as well.
- Fire alarm activations require "full" evacuation of all affected buildings.
- Evacuate through the nearest available exit.
- Use stairs, not elevators.
- Assist those with disabilities or special needs.
- Stay clear of building exits and fire lanes.
- Meet at designated assembly areas.
- Re-enter only when directed by authorities.

HOME SAFETY

University Residence Halls:

- Make a habit of keeping your doors locked. Lock your room door when sleeping, when leaving a roommate asleep inside, and when leaving your room.
- Do not leave valuables in open view. Take valuables home during vacation.
- Never prop open doors to residence halls.
- Do not allow door-to-door salespeople to enter your room. Report them to the U-M DPSS.
- Require identification and authorization from maintenance staff requesting access to your room.
- Report to the residence hall staff all doors, locks, and windows that are in need of repair.
- Be suspicious of unknown persons loitering or checking doors in your hall and call the U-M DPSS to report them.
- Backpacks, purses, book bags, etc., never should be left unattended.

If you live in the City of Ann Arbor:

- The Ann Arbor Police Department coordinates a Neighborhood Watch Program which encompasses the entire city of Ann Arbor. It is recommended that residents know the name of their neighborhood Block Captain.
- Lock Your Door - locked doors & windows make it difficult for unauthorized people to enter your home.

Safety and Risk Reduction Techniques (continued)

OBSCENE PHONE CALLS

- Make a police report. Traps can be put on your phone after a police report has been made.
- Change your phone number.
- If they leave an obscene message on your phone voicemail/answering machine, save the recording so the police can make a copy.

OFFICE, CLASS-ROOM, OR LABORATORY SAFETY

- Avoid working or studying alone in a building at night. If you must work late, let somebody you trust know where you are and when you will be done.
- Avoid using stairs in remote sections of a building.
- Keep your valuables in a locked cabinet or drawer. Never leave them in, on top of, or underneath a desk or hanging on a hook.
- While in class, the library, or the lab, keep personal belongings in view.

OUTDOOR SAFETY

- Learn the locations of all campus blue light emergency phones.
- Take advantage of nighttime transportation services – see page 20.
- Walk on designated walkways that are well lit and well traveled.
- Walk confidently and assertively. Be alert and aware of your surroundings.
- Valuables should be carried close to the body.
- Do not run or jog alone, especially at night.
- Do not ever hitchhike.
- Avoid shortcuts through unlit areas.
- If you are followed by someone in a car, call 9-1-1 from your cell phone or nearest blue light phone, and head to a populated area.

ROBBERY

The most important thing you can do during a robbery is to prevent, if possible, any violence. Always assume that the robber is armed, even if you can't see a weapon, and act accordingly:

- Get it over with quickly. If you try to stall, the robber may be more prone to violence.
- Do what the robber asks, but don't volunteer to do anything more.
- Don't fight or try any impulsive heroics; the risk is great if the robber is armed.
- If the robber attempts to get you to move to a new location, DO NOT GO! Run if possible, fight if you must, commit to your safety.
- Don't chase the robber.
- Call 9-1-1 immediately.

STALKING

- Report all incidents to U-M DPSS.
- Explain how you were frightened, terrorized, distressed, or threatened.
- Call SAPAC (734) 936-3333 for support and assistance.
- See the "Stalking Laws" on page 32 of this book.
- Tell friends and family what is happening.
- Keep a log of stalker contacts or incidents.
- Consider the option of a personal protection order.

SUSPICIOUS ACTIVITY

Since safety is everyone's responsibility, it is important for people to be aware of types of behavior and actions which may signal criminal activities. In the University setting, these may include:

- A person who seems to be wandering in the hallways or lurking about the building.
- Any unusual or suspicious noise that you can't explain, such as breaking glass, pounding, yelling or screaming.
- Vehicles moving slowly without lights or to no apparent destination.
- A stranger sitting in a vehicle for an extended period of time for no apparent reason.
- A person hanging around residence hall windows or parking lots.
- Persons removing property from a building late at night.

Remember, if you are in doubt, contact U-M DPSS. They will be able to assist you in determining whether or not there is cause for alarm and if it is necessary to respond.

DPSS suggests the following approach to reporting suspicious activity on campus.

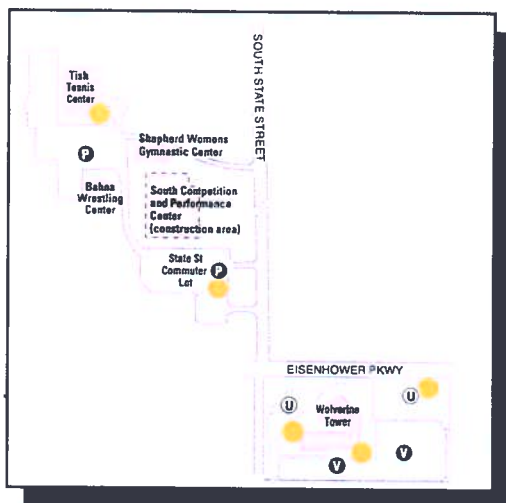
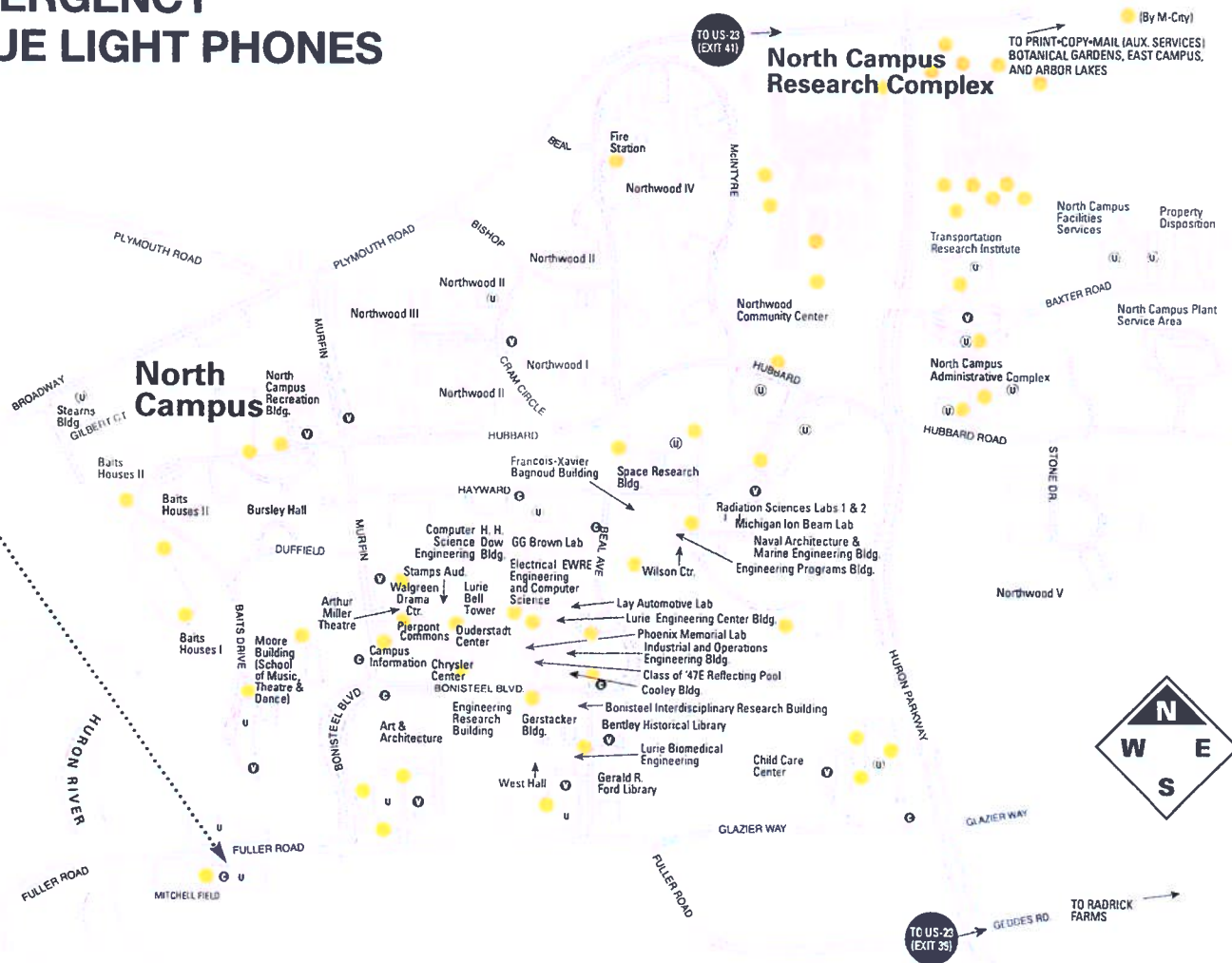
- Remain calm. Keep away from the suspicious person(s) or activity. Call 9-1-1 or pick up a campus blue light emergency phone or a carport phone.
- Be as descriptive as you can.
- Advise whether the crime is in progress or has already been committed. If you see a crime in progress, report it IMMEDIATELY.

CRIME PREVENTION

If you have any questions regarding campus safety or crime prevention, please call DPSS at (734) 763-1131.








EMERGENCY BLUE LIGHT PHONES



Buildings and property labeled on this map, except public parking structures, are considered as “on campus” property for Clery-reporting purposes. See page 6 for Clery geography explanations.

KEY

-  Location of Emergency Blue Light phone
-  University Visitor Parking
-  Public Parking
-  University Staff Parking
-  Commuter Bus Stops
- Building Construction

5. University Policies and State Laws

UNIVERSITY POLICIES

U-M Policy and Procedures on Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence

In 2015-16, the University revised the existing Student Sexual Misconduct Policy. The new policy and procedures has been re-named U-M Policy and Procedures on Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence and took effect July 1, 2016. It is intended to address how the University will respond to allegations of specific misconduct and violence as well as rights, options and resources for those individuals who wish to report incidents and those who are accused. Some highlights of the new policy and procedures are below. Resource options can be found earlier in this Report on pages 13-17. The full policy and procedures can be accessed at <https://studentsexualmisconductpolicy.umich.edu>

POLICY STATEMENT

The University prohibits Sexual Assault, Sexual and Gender-Based Harassment, Intimate Partner Violence, Stalking, Retaliation, and Violation of Interim Measures (collectively Prohibited Conduct). Prohibited Conduct is expressly forbidden and will not be tolerated at the University. It may also violate federal and state law.

The University adopts this Policy and Procedures on Student Sexual and Gender-Based Misconduct and Other Forms of Interpersonal Violence with a commitment to: (1) eliminating, preventing, and addressing the effects of Prohibited Conduct; (2) fostering an environment where all individuals are well-informed and supported in reporting Prohibited Conduct; (3) providing a fair and impartial process for all parties; and (4) identifying the standards by which violations of this Policy will be evaluated and disciplinary action may be imposed. University students who violate this Policy may face disciplinary action up to and including expulsion.

The Policy and Procedures sets forth how the University will proceed once it is made aware of possible Prohibited Conduct in keeping with our institutional values and to meet our legal obligations under Title IX of the Education Amendments of 1972 ("Title IX"); the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"), as amended by the Violence Against Women Reauthorization Act of 2013 ("VAWA"); and other applicable law.

TO WHOM THIS POLICY AND PROCEDURES APPLY

The Policy and Procedures apply to a University student or to a participant in any University-related program or activity. For purposes of this Policy, the individual who is reported to have experienced Prohibited Conduct, regardless of whether that individual makes a report or participates in the review of that report by the University, and regardless of whether that individual is a University student, is referred to as the Claimant. The individual who is reported to have engaged in Prohibited Conduct is referred to as the Respondent.

The University has jurisdiction over a Respondent whenever the

Prohibited Conduct occurs:

- On campus, including the University of Michigan Health System; or
- Off campus, including online or electronic conduct, if the conduct occurs:
 - In connection with a University-related program or activity, including University-sponsored study abroad, research or internship programs;
 - In a manner that may pose a serious threat of harm to any member(s) of the University community; or
 - In a manner that may have the effect of creating a hostile environment for any member(s) of the University community.

The specific procedures for reporting, investigating, and resolving Prohibited Conduct are based upon the nature of the Respondent's relationship to the University (student, employee, or Third Party). Where the Respondent is a student, the procedures for responding to reports of Prohibited Conduct committed by students are detailed.

The University wants every student who may have experienced harm to get the support and information they need, regardless of whether they would like to move forward with a report of potential policy violations or criminal conduct to campus officials or to police.

SUPPORTIVE AND PROTECTIVE MEASURES (ALSO KNOWN COLLECTIVELY AS INTERIM MEASURES)

Supportive and Protective Measures (collectively Interim Measures) are those services, accommodations, and other assistance the University puts in place after receiving notice of Prohibited Conduct, but before any final outcomes (investigatory, disciplinary, or remedial) have been determined.

The University will implement reasonably available Interim Measures to protect a Claimant and facilitate the Claimant's continued access to University employment or educational programs and activities. Interim Measures may be both Supportive and Protective Measures.

Supportive Measures are measures 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 to 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.

Supportive Measures may include:

- Academic support services and accommodations, including the ability to reschedule exams and assignments, transfer course sections, or withdraw from courses without penalty;
- An escort to ensure safe movement between classes and

activities; on-campus counseling services and/or assistance in connecting to community-based counseling services;

- On-campus medical services and/or assistance in connecting to community-based medical services;
- No contact directives (to instruct an individual to stop all attempts at communication or other interaction with another individual);
- Housing assignment or contract modifications (for University Housing) or assistance with residence modification if living off-campus;
- Work schedule or job assignment modifications (for University employment); or
- Assistance with obtaining personal protective orders.

Protective Measures are measures that typically involve action against a Respondent by the University and failure to comply with these measures may result in a separate Policy violation under this Policy. Protective Measures are only available if the person requesting the Measures makes a report to the University and are instituted following the initiation of a University investigation and prior to a determination of the final outcome. The nature of the Protective Measures is based upon the facts reasonably available at the time of the decision to implement the Protective Measures. Implementation of Protective Measures usually occurs within one to two days of the Respondent being notified that a Formal Resolution Process has been initiated.

Protective Measures may include:

- Limiting an individual's access to certain University facilities or activities;
- Academic schedule modifications (typically to separate Claimant and Respondent);
- Work schedule or job assignment modifications including suspending employment with or without pay (for University positions);
- Imposing an interim suspension.

Protective Measures may also be appropriate for witnesses and other members of the University community, following the initiation of an investigation.

Implementation of Supportive or Protective Measures should not be taken to suggest that the University has made any decision about the merits of the report.

The University will keep private any Supportive or Protective Measures provided under this Policy to the extent practicable, and will promptly address any Violation of Protective Measures under this Policy and Procedures.

PROHIBITED CONDUCT

Conduct under this Policy is prohibited regardless of the sex, sexual orientation and/or gender identity or expression of the Claimant or Respondent. Prohibited Conduct includes the following specifically defined forms of behavior: Sexual or Gender-Based Harassment, Sexual Assault, Intimate Partner Violence, Stalking, Retaliation, and Violation of Interim Measures.

Sexual Assault is touching of a sexual nature, including: oral-genital contact, anal intercourse, or vaginal intercourse; anal, oral or vaginal penetration with an object; or other Sexual Contact that occurs without Consent.

Consent is a clear and unambiguous agreement, expressed outwardly through mutually understandable words or actions, to engage in a particular activity. Consent must be voluntarily given and cannot be obtained through coercion or force.

UNIVERSITY RESOLUTION

The University uses two processes to resolve reports of Prohibited Conduct under this Policy: (1) Formal Resolution, which involves an investigation and, if applicable, an appeal and sanctions, and (2) Alternative Resolution, which includes informal or restorative options for resolving reports of Prohibited Conduct.

The period from commencement of an investigation, which begins with the notice of an investigation to the Respondent, through resolution (finding and sanction, if any) typically should not exceed sixty (60) calendar days. This time frame may be extended for good cause.

Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, fairness, and promptness.

SANCTIONS

The Office of Student Conflict Resolution will facilitate the sanctioning process outlined in this Policy upon receipt of the Investigative Report.

The list of potential sanctions or interventions includes one or more of the following:

Restitution
Restriction from Employment at the University
Class/Workshop/Training/Program Attendance
Educational Project
University Housing Transfer or Removal
Removal from Specific Courses or Activities
No Contact
Suspension
Expulsion
Transcript notation, hold, and/or notification to other institutions
Withholding, delaying, or revoking the conferral of the degree

Student-employees who are reported to have engaged in Prohibited Conduct in their employment capacity will continue to be subject to review under the University's Sexual Harassment Policy (SPG 201.89-0) rather than under this Policy.

The Office for Student Conflict Resolution will provide the written notice of the sanction to the Claimant and Respondent simultaneously.

APPEALS OF FINDINGS OR SANCTIONS

Both a Claimant and Respondent may appeal the Investigator's finding or may appeal the sanctions determined by the Sanctioning Board. The appeal will be conducted in an impartial manner and equivalent rights will be provided to both parties throughout the process.

To appeal the finding or the sanctions, a party must submit a written request to Office of Student Conflict Resolution within seven (7) calendar days of the date of the notice of outcome or sanctions, whichever is relevant.

Sexual Harassment by Faculty or Staff

The University policy against sexual harassment by faculty or staff and the procedures to follow when filing a complaint of such activity may be found in the University's Standard Practice Guide (SPG) 201.89. The complete SPG can be found at www.spg.umich.edu.

Corrective action could include a requirement not to repeat or continue the harassing or retaliatory conduct, a reprimand, denial of a merit pay increase, reassignment, suspension and termination.

University of Michigan Alcohol and Other Drugs (AOD) Policy for Students, Faculty and Staff

Below are excerpts from the revised policy (August 2016). The complete policy can be found at www.alcohol-drug-policy.umich.edu.

Introduction

The University of Michigan-Ann Arbor is committed to providing a safe, healthy learning community for all its members. The University recognizes that the improper and excessive use of alcohol and other drugs may interfere with the University's mission by negatively affecting the health and safety of students, faculty and staff. Problems such as vandalism, assault, harassment, sexual misconduct, and disruption of sleep and study space increase in relation to misuse. It is due to the harm caused by excessive and illegal use that the University has a vested interest in establishing policies to prohibit unlawful behavior and sanctions to address policy violations by members of the U-M community.

Under the **Drug-Free Workplace Act** and the **Drug-Free Schools and Communities Act**, the University is required to have an alcohol and other drug policy and distribute this policy annually to all employees and students. This Policy must outline the University's prevention, education and intervention efforts, and consequences that may be applied by both the University and external authorities for policy violations. The law also requires that individuals be notified of possible health risks associated with the use and abuse of alcohol and other drugs, and sources of assistance for problems that may arise as a result of use.

U-M Alcohol and Other Drugs Policy

All members of the campus community also are governed by laws, regulations and ordinances established by the state and local municipalities, and will be held accountable by law enforcement representatives of those entities for any illegal activity. It is the responsibility of all campus members to be aware of these laws.

Michigan law prohibits the dispensing, selling or supplying of drugs or alcoholic beverages to a person under 21 years old. Employees, students, faculty and campus visitors may not unlawfully manufacture, consume, possess, sell, distribute, transfer or be under the influence of alcohol, illicit drugs or controlled substances on University property, while driving a University vehicle or while otherwise engaged in University business. The only exception to this Policy is that individuals of legal age may consume alcohol on University property in a manner consistent with University policy and state of Michigan law. University property, as defined in this Policy, includes all buildings and land owned, leased, or used by the University, and

motor vehicles operated by employees, including personal motor vehicles, when used in connection with work performed for or on behalf of the University. The University prohibits the storage of consumable alcohol on University property except (a) as specifically allowed in licensed locations or (b) in private residences if the storage of consumable alcohol is expressly permitted by the building use rules applicable for the location of the residence.

If alcohol is to be served at any event/meeting outside one of the licensed facilities on campus (Michigan League, Michigan Union, Pierpont Commons, Oxford Conference Center, Business Executive Residence, and Inglis House), the General Counsel's frequently asked questions web page should be referenced for proper handling: http://www.ogc.umich.edu/faq_alcohol.html. Any person taking prescription drugs or over-the-counter medication is personally responsible for ensuring that while taking such drugs or medications, they are not a safety risk to themselves and others while on University property, while driving a University or privately owned vehicle, or while otherwise engaged in University business. It is illegal to misuse prescription medication, i.e. continue to use medication when the prescription is no longer valid, use prescribed drugs contrary to the prescription, and give or sell prescribed drugs to another person. Misusing prescription drugs can result in conviction with jail time.

The University of Michigan is a smoke-free campus. Electronic cigarettes, e-cigarettes, electronic nicotine delivery systems or any other lit smoking device (a) are expressly prohibited on the premises of the U-M Health System, University of Michigan Dental School and the University Health Service and in the seated locations of Michigan Stadium and (b) are prohibited in University Housing facilities as set forth in the Community Living at Michigan guidelines. Please refer to <http://www.hr.umich.edu/smokefree/> for more information.

U-M Alcohol and Other Drug Prevention Strategies

The University of Michigan uses evidenced-based strategic interventions, collaboration, innovation and the incorporation of the wellness dimensions to reduce harmful consequences of alcohol and other drug use by:

- Providing education and awareness activities.
- Offering substance-free social, extracurricular, and public service options.
- Creating a health-promoting normative environment.
- Restricting the marketing and promotion of alcohol and other drugs.
- Limiting availability of alcohol and other drugs.
- Developing and enforcing campus policies and enforcing laws to address high-risk and illegal alcohol and other drug use.
- Providing early intervention and referral for treatment.

Parent-Family Communication Program

The Family Education Rights and Privacy Act (FERPA) governs the release of and access to student education records. Section 952 of the 1998 Amendments to the Higher Education Act of 1965 clarified that institutions of higher education are allowed (but not required) to notify parents if a student under the age of 21 at the time of notification commits a disciplinary violation involving alcohol or a controlled substance.

Because of the health and safety risk inherent in alcohol and other drug misuse, U-M notifies parents/family members of first-year students under the age of 21:

- If a student has committed an AOD violation accompanied by other serious behavior such as needing medical attention, significant property damage or driving under the influence.
- If a student has had an AOD incident that resulted in a

transport to the hospital or jail.

- If a student has had more than one AOD-related violation of the University of Michigan Alcohol and Other Drug Policy.

Please refer to <https://www.uhs.umich.edu/parent-communication> for more information.

For more detailed information on all the U-M alcohol and other drug prevention strategies contact the Director of Wolverine Wellness at 734-615-7694.

University Sanctions – U-M Ann Arbor Campus

The use or abuse of alcohol and other drugs also increases the risks for behavioral and social problems such as negative effects on academic work performance; conflicts with co-workers, classmates, family, friends and others; conduct problems resulting in disciplinary action, including loss of employment or dismissal from an academic program; and legal problems resulting in ticketing, fines and imprisonment.

The laws of the state of Michigan and University of Michigan's policies prohibit the consumption or possession for personal consumption of alcoholic beverages by persons under the age of 21 years and purchase of tobacco products under the age of 18. Further, Michigan laws and University policies prohibit the sale, service or giving of alcoholic beverages to persons under the age of 21. University of Michigan's policies, local ordinances and laws, state laws and federal laws also prohibit the unlawful possession, use and/or distribution of illicit drugs and alcohol.

Violation of University policies will be subject to campus disciplinary review and action, as follows:

- **Students:** The University community has established expectations for nonacademic student conduct under the Statement of Student Rights and Responsibilities (The Statement). The Statement specifically addresses the illicit use of alcohol and other drugs as follows,
“The following behaviors contradict the values of the University community and are subject to action under this Statement:
 - o Illegally possessing or using alcohol
 - o Illegally distributing, manufacturing, or selling alcohol
 - o Illegally possessing or using drugs
 - o Illegally distributing, manufacturing, or selling drugs”

The Statement is administered by the Office of Student Conflict Resolution (OSCR). OSCR is charged with facilitating the resolution process used to determine responsibility. OSCR staff work with parties to determine appropriate educational measures and sanctions. These measures cover a wide range of educational assignments and obligations, including but not limited to suspension and expulsion from the institution. OSCR may delegate portions of the Conduct Process to other units of the University who have a vested interest in the conduct of smaller student communities (e.g. University Housing, Athletic Department).

Academic units of the University also may have written policies concerning management of alcohol use and their response to the illicit use of alcohol and other drugs in the academic setting. Students are expected to know and understand these additional policies and abide by them.

- **Student Organizations:** Policy violations by recognized student organizations of the Student Organization Code of Conduct, which includes the Alcohol and Other Drug Policy, will be handled through the Student Organization Advancement and Recognition (SOAR) process. This process is administered through the Center for Campus Involvement. Specific violations

of the Interfraternity Council (IFC), Multicultural Greek Council (MGC), National Pan-Hellenic Council (NPHC), or Panhellenic Association (Panhel) by-laws by an affiliated fraternity or sorority will be heard through the Greek Activities Review Panel (GARP).

- **Staff and Faculty:** Sanctions for violations by faculty and staff are governed by policies within individual departments and any applicable guidelines set by University regulations (Regents' Bylaw 5.09, Standard Practice Guide 201.12), appropriate collective bargaining agreements, and other applicable policies or procedures. Appropriate sanctions may include: verbal or written warnings, a mandated rehabilitation program, probation, suspension, and termination. In each case, there are likely to be different circumstances that are relevant for understanding the situation and determining the appropriate sanction.

External Sanctions

Violations of laws and ordinances may result in misdemeanor or felony convictions accompanied by the imposition of legal sanctions, which include, but are not limited to, the following:

- Fines as determined under local, state, or federal laws;
- Imprisonment, including up to life imprisonment, for possession or trafficking in drugs such as heroin, cocaine, marijuana and prescription drugs;
- Forfeiture of personal and real property;
- Denial of federal benefits such as grants, contracts and student loans;
- Loss of driving privileges;
- Required attendance at substance abuse education or treatment programs.

A full description of federal sanctions for drug felonies can be found at: <http://www.justice.gov/dea/druginfo/ftp3.shtml>. This section is not intended as legal advice; consult with an attorney regarding you specific legal issues. For more information, please contact Student Legal Services at 734-763-9920 or visit <http://studentlegalservices.umich.edu/> for more information.

Additional sections of the Policy (www.alcohol-drug-policy.umich.edu) include:

- Health risks
- Counseling and treatment programs
- U-M AOD Policy and student organizations
- Employee reporting requirement
- Alcohol marketing standards
- Distribution of policy
- Review of University prevention program and policy

Statement of Student Rights and Responsibilities

The current Statement of Student Rights and Responsibilities became effective July 1, 2016. It outlines 20 violations of University values. The complete Statement can be found at <https://oscr.umich.edu/statement>

I. Introduction

The University of Michigan-Ann Arbor (the University) is dedicated to supporting and maintaining a scholarly community. As its central purpose, this community promotes intellectual inquiry through vigorous discourse. Values which undergird this purpose include civility, dignity, diversity, education, equality, freedom, honesty, and safety.

When students choose to accept admission to the University, they accept the rights and responsibilities of membership in the University's academic and social community. As members of the University community, students are expected to uphold its previously stated values by maintaining a high standard of conduct. Because the University establishes high standards for membership, its standards of conduct, while falling within the limits of the law, may exceed federal, state, or local requirements.

Within the University, entities (such as schools and colleges; campus, professional, and student organizations) have developed policies that outline standards of conduct governing their constituents and that sometimes provide procedures for sanctioning violations of those standards. This Statement of Student Rights and Responsibilities (the Statement) does not replace those standards; nor does it constrain the procedures or sanctions provided by those policies. This Statement describes possible behaviors which are inconsistent with the values of the University community; it outlines procedures to respond to such behaviors; and it suggests possible sanctions/interventions which are intended to educate and to safeguard members of the University community.

The remaining sections of the Statement include:

- I. Introduction
- II. Student Rights
- III. Student Responsibilities
- IV. Violations
- V. Scope of the Violations
- VI. Procedures
 - o Stage 1: Initiating the Resolution Process
 - o Stage 2: Resolution Process
 - A. Acceptance of Responsibility and Entering into an Agreement
 - B. Adaptable Conflict Resolution (including Mediation)
 - C. Hearing
 - o Stage 3: Appealing the Resolution Process
- VII. Sanctions/Interventions
- VIII. Related Procedures
 - A. Emergency Suspension
 - B. Procedural and Interpretive Questions
 - C. Selection of Mediators, Student Panelists, and Resolution Officers
 - D. Records of Resolution Actions
 - E. Student Access to Records
 - F. Reports of Actions
 - G. Concurrent Legal and Statement Proceedings
 - H. Respect for Medical Amnesty

- I. Advisor Corps
- J. Amending the Statement of Student Rights and Responsibilities

Access Control

Residence halls are secured 24 hours a day; all other campus facilities have scheduled open hours which may vary at different times of the year. Open hours are developed by the school, college or department responsible for the facility. Notifications of changes in these hours of operation must be forwarded to the U-M DPSS by the person identified as being responsible for the building.

During scheduled business hours, public areas of the University are open to students, parents, employees, contractors, guests and invitees. During non-business hours, access is permissible by authorized persons possessing University identification and legally issued keys or access cards. Persons not in possession of a key or access card will not be allowed to remain unless accompanied by an authorized person or written authorization from the appropriate dean, director, or department head.

Keys and/or access-control cards are issued to individuals to allow them to gain general access to their assigned areas. To safeguard and protect the community, keys and access-control cards should be kept on your person at all times or secured in a locked container, drawer, etc. Never lend them out, and check them daily to assure none are missing. Never duplicate a key. Failure to follow these guidelines places the community at risk

Residence Hall Access Control

University Housing is a residential community safeguarded, in part, by an access-control system that restricts entry to the buildings and assigned space. Building residents and staff working in each hall as well as others with required access, such as a class or program, will have applicable access via their MCards. Visitors may request access via a callbox at each main entrance. The following provides an overview of protocols, guidelines and understandings related to access control.

Housing staff requiring infrequent and non-recurring access may contact the Building Facilities Manager, Housing Security or Northwood Apartments (for apartments and rental properties only) to provide entry to building rooms and selected areas. Housing staff requiring frequent and/or recurring access to a building may request assigned keys or an access-control card for those rooms or areas. This may relate to: (1) a permanent requirement; or (2) a temporary requirement for projects and special assignments. In such cases, arrangements can be made through Housing Security for keys/rings, and unit management is responsible for assuring that they are handled according to the guidelines and protocols outlined herein.

Non-Housing staff requiring infrequent and non-recurring access may contact the Building Facilities Manager, Housing Security or Northwood Apartments (for apartments and rental properties only) to provide entry to rooms and selected areas. Non-Housing staff requiring frequent and/or recurring access to a building (varying from high frequency for a short period of time, such as once per day for five days, to relatively low frequency for a long period of time, such as once a week for several months) may request keys or an access-control card for those rooms and areas. Examples include members of other University departments (such as Plant Operations and ITS), contractors working on a project, and blanket-order service vendors. The vendor or contractor will be accompanied by a security officer or other regular Housing staff member when accessing occupied student rooms or apartments in residence halls and Northwood

Apartments.

Security Considerations in Facility Maintenance

A U-M environmental safety design review committee, including a DPSS representative, meets regularly to develop short- and long-term standards and recommendations for existing buildings, landscaping, maintenance, and similar security issues, as well as new facility design criteria to improve the safety of the campus environment. Grounds crews routinely inspect shrubbery and lighting. Lighting maintenance is a responsibility jointly shared by the University and the city of Ann Arbor. Each light pole bears a number to facilitate immediate reporting of faulty lighting to U-M DPSS.

UNIVERSITY REGULATIONS

The Regents of the University maintain local rules and regulations in an Ordinance to Regulate Parking and Traffic, and to Regulate the Use and Protection of the Buildings and Property of the Regents of the University of Michigan. These regulations include, among other topics, alcohol use and possession, disorderly conduct, fire setting and possession of weapons. The Ordinance is enforced by the U-M Police Department. A person who violates the regulations is guilty of a misdemeanor or a civil infraction, depending on the violation. The complete Ordinance may be found at www.regents.umich.edu/ordinance.

Two sections of the Ordinance – Weapons (Article X) and Fire-setting and False Alarms (Article XII Disorderly Conduct) – are listed below.

Fire Setting and False Alarms

The University prohibits setting “any fire upon University property or University buildings except in approved stoves or grills or as otherwise permitted by University officials by a prior writing.” In addition, it is violation of state law to knowingly or willfully commit any or one of the following actions:

- to raise a false alarm of fire at any gathering or any public place; or by telephone or in person,
- to ring any bell or operate any mechanical apparatus, electrical apparatus, or combination thereof, for the purpose of creating a false fire alarm.

Violation of the state law shall be regarded as a misdemeanor and may result in imprisonment for not more than one year and a fine in the amount of \$500.00 or less.

In addition, these actions are a violation of the Statement of Student Rights and Responsibilities.

Information about fire safety systems and rules in the residence halls can be viewed at www.housing.umich.edu/fire-safety

Weapons

The University prohibits the possession or discharge of any firearm or other dangerous weapon as defined under Michigan law, regardless of whether the individual has a concealed weapons permit. In addition, any knife, sword or machete having a blade longer than four inches is prohibited. In the case of a knife with a mechanism to lock the blade in place when open, longer than three inches is also prohibited. This prohibition includes all of the Ann Arbor campus.

Exceptions to this Ordinance include:

- University employees who are authorized to possess and/or use such a device pursuant to Standard Practice Guide 201.94;
- Law enforcement officers or legally established law enforcement agencies;
- When someone possesses or uses such a device as part of a military or similar uniform or costume in connection with a public ceremony or parade or theatrical performance;
- When someone possesses or uses such a device in connection with a regularly scheduled educational, recreational or training program authorized by the University;
- When someone possesses or uses such a device for recreational hunting on property which has been designated for such activity by the University provided such possession and use is in strict compliance with applicable law; or
- A written waiver is obtained from the Police Chief of the University's Police Department based on extraordinary circumstances. Any such waiver may include certain restrictions when the Director determines that such restrictions are appropriate under the circumstances.

A person who violates the Ordinance is guilty of a misdemeanor, and upon conviction, punishable by imprisonment for not less than ten days and no more than 60 days, or by fine of not more than \$50, or both.

STATE LAWS

State of Michigan laws can be found in the Michigan Compiled Laws (MCL) and viewed at www.legislature.mi.gov

The following excerpts can be compared with the federal definitions on page 10:

Sexual Assault – Criminal Sexual Conduct – MCL - § 750.520

“Sexual contact” includes the intentional touching of the victim's or actor's intimate parts or the intentional touching of the clothing covering the immediate area of the victim's or actor's intimate parts, if that intentional touching can reasonably be construed as being for the purpose of sexual arousal or gratification, done for a sexual purpose, or in a sexual manner for:

- Revenge.
- To inflict humiliation.
- Out of anger.

“Sexual penetration” means sexual intercourse, cunnilingus, fellatio, anal intercourse, or any other intrusion, however slight, of any part of a person's body or of any object into the genital or anal openings of another person's body, but emission of semen is not required.

- **First Degree – MCL § 750.520b:** felony punishable by imprisonment for life.
- **Second Degree – MCL § 750.520c:** felony punishable by imprisonment for not more than 15 years.
- **Third Degree – MCL § 750.520d:** felony punishable by imprisonment for not more than 15 years.
- **Fourth Degree – MCL § 750.520e:** misdemeanor punishable by imprisonment for not more than two years and/or \$500 fine.

Consent

In Michigan, consent is not an element of criminal sexual conduct that prosecutors are required to disprove beyond a reasonable doubt. Rather, consent is an affirmative defense available for defendants who are charged with committing criminal sexual conduct under some of the provided-for circumstances. For example, consent may be used to negate the elements of 'force or coercion' under MCL 750.520b(1)(d)(ii); however, it is not available for criminal sexual conduct occurring "under circumstances involving the commission of any other felony" as provided in MCL 750.520b(1)(c). Michigan's standard criminal jury instructions state that:

(a) person consents to a sexual act by agreeing to it freely and willingly, without being forced or coerced. It is not necessary to show that the complainant resisted the defendant to prove that this crime was committed. Nor is it necessary to show that the complainant did anything to lessen the damage to him/herself.

Therefore, consent is likely to be defined as a free and willing agreement to engage in a sexual act, provided without force or coercion, between individuals who are of sufficient age and are not mentally incapable, mentally disabled, mentally incapacitated or physically helpless.

Domestic Violence (includes dating violence) – MCL & 750.81

Domestic Violence = assault or assault and battery of:

- spouse or former spouse,
- an individual whom they had a dating relationship,
- an individual with whom they had a child in common, or
- a resident or former resident of their household.

"Dating relationship" means frequent, intimate associations primarily characterized by the expectation of affectional involvement. This term does not include a casual relationship or an ordinary fraternization between two individuals in a business or social context. Misdemeanor punishable by jail for not more than 93 days and/or a \$500 fine.

Aggravated Domestic Violence is same as above and inflicts serious or aggravated injury. Misdemeanor punishable by imprisonment for not more than one year and/or a \$1,000 fine.

Stalking – MCL § 750.411h: A misdemeanor punishable by up to one year in the county jail and \$1,000.00 fine. This is defined as two or more separate incidents of non-consenting contact between stalker and victim. The acts must be done willfully, be such as would cause a reasonable person to suffer emotional distress, and to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

Aggravated Stalking: A felony punishable by a sentence of up to five years in prison and/or a \$10,000.00 fine. Aggravated Stalking is defined as a violation of a Personal Protection Order, bail, probation condition, or a second offense. Stalking also is a violation of the Statement of Student Rights and Responsibilities.

Sex Offender Registry

In accordance with state laws, the U-M Police Department maintains a list of registered convicted sex offenders who reside on campus.

A non-permanent resident of Michigan who is required to register shall report her or his status within ten days in person to the U-M Police Department, if any of the following occur:

- The individual is or becomes an employee, contractual provider, employee of a contractual provider or volunteer with the University of Michigan and her/his position will require that s/he be present on the campus for 14 or more consecutive days or 30 or more total days in a calendar year.
- The status described above is discontinued.
- The individual is or enrolls as a student with the University or the individual discontinues that enrollment.

If the individual is a permanent resident of Michigan, s/he shall report her or his status in person at the local law enforcement agency having jurisdiction where her or his new residence is located. If the individual resides on campus (student residence halls and family housing units), then s/he must report her/his status to UMPD. Persons residing on University property outside of the Ann Arbor campus will be directed to the local police agency that has overall jurisdiction.

The Sex Offender list is available for public view at the UMPD (1239 Kipke Dr.). In addition, the public can access the State of Michigan Public Sex Offender Registry file via the internet at <http://www.michigan.gov/msp>

6. Safety and Health-Related Resources, Counseling and Support Services, and University Programs

SAFETY AND HEALTH-RELATED RESOURCES

U-M Division of Public Safety and Security

1239 Kipke Dr.
Ann Arbor, MI 48109-2993
(734) 763-1131
dpss.umich.edu

DPSS officers partner with University community members to reduce the fear of crime and the conditions that contribute to crime and to increase the community's involvement in resolving these issues. Officers are encouraged to establish and maintain long-term working relationships with community members. Rather than solely reacting to events, officers take a preventive approach to address safety issues, working to eliminate problems that allow crime to occur.

DPSS Officers conduct patrols of campus buildings, grounds, and associated streets and walkways, 24 hours a day. Patrols are intended to prevent and detect crimes and prevent property loss from crime, fire or floods. University of Michigan Police Officers have full arrest and enforcement authority on campus and in Washtenaw County. Security Officers have citizen/private person arrest and enforcement authority when a felony is committed in the officer's presence.

There are several ways to contact DPSS for an emergency:

Dial 9-1-1 from any University landline phone

Dial (734) 763-1131 from any phone, including a cell phone

Text 377911

Lift the receiver or press the button on an emergency Blue Light, elevator, or parking structure phone

DPSS personnel includes:

The **University of Michigan Police Officers**, conducting law enforcement operations and services on U-M campuses;

Michigan Medicine Security Officers, conducting security operations and services for Michigan Medicine facilities;

Housing Security Officers, conducting security operations and services for U-M Residence Halls;

University Security Services Officers, providing security operations and services for the Kelsey Museum of Archaeology and the U-M Museum of Art, as well as special events;

Guest Services Specialists, providing visitor-screening services related to guests visiting Mott Children's Hospital and several other locations.

The University of Michigan Police Department

Campus Safety Services Building (just east of the Crisler Center)
1239 Kipke Drive
Ann Arbor, MI 48109-2036
Administration - (734) 763-3434

The University of Michigan Police Department (UMPD) is a full-service law enforcement agency. Police officers are licensed by the Michigan Commission on Law Enforcement Standards (MCOLES) and have the authority to search, arrest, investigate, and use reasonable force as necessary to protect persons and property. UMPD Officers enforce the laws of the state of Michigan the Ordinance of the Regents of the University of Michigan on property owned or leased by the University of Michigan and throughout Washtenaw County.

The UMPD works closely with the Ann Arbor Police Department and other local, state and federal law enforcement agencies in matters of mutual concern. The Washtenaw County Law Enforcement Mutual Aid agreement assures that each police agency in Washtenaw County agrees to aid other agencies in need of law enforcement assistance. The University also contracts with other law enforcement agencies for athletic events and other special events.

UMPD officers may patrol by motor vehicle, motorcycle, bicycle, or on foot.

Specialized police services include criminal investigations, accident investigations, evidence collecting, K9 teams, and computer forensics. The UMPD Special Victims Unit (SVU) uses a trauma-informed approach to assist those who have experienced interpersonal violence, such as sexual assault, intimate partner violence, dating violence, stalking or child abuse. The SVU partners with confidential and free advocacy groups to connect survivors with a variety of resources, such as medical assistance, police reports, safety planning, personal protection orders, counseling and support groups, legal advocacy, and accommodations for housing, academics, transportation and work.

Michigan Medicine Security

Med Inn Building (just East of the Cardiovascular Center)
Room C150
1500 E. Medical Center Drive
Ann Arbor, MI 48109
Administration- (734) 763-5511

Michigan Medicine Security Officers provide comprehensive security and safety services within the main Medical Campus, and outlying Michigan Medicine clinics and buildings. Some of the services offered include security patrols and escorts, assisting staff, patients and visitors, and facility access control. Officers are responsible for responding to and evaluating requests for emergency assistance and coordinating appropriate police, fire and medical responses as needed. Officers are responsible for conducting preliminary investigations into criminal activity, in close collaboration with the U-M Police Department.

Another primary role is to support patients, families and visitors who are sometimes facing tough and traumatic events. The Michigan Medicine Security Officers also assist medical staff with specific patient care needs that are required in very stressful and sensitive conditions. Lead Officers are appointed to liaison and build relationships with different patient care units to help address the unit's unique challenges.

Specialized Michigan Medicine Security services include Patient Property Services, the Engagement and Investigations Unit, the Key & ID Office, controlled substance discrepancy resources, and security systems and technology staff. Michigan Medicine works closely with department heads and administrative leadership to promote a culture of safety and respect for all patients and visitors.

Michigan Medicine Security also employs Guest Services Specialists, security personnel that staff the entrance and on all floors of the C.S. Mott Children's Hospital to offer assistance to patients and their families, screen and check-in visitors, and monitor access to the unit. Guest Services Specialists can also be found in several other facilities around campus, providing screening and access monitoring duties particular to the individual site's needs.

Housing Security

West Quadrangle
Suite G240
541 Thompson Street
Ann Arbor, MI 48109
Administration- (734) 764-6185

Housing Security is a full-service, 24-hour public safety department, responsible for ensuring the safety of residents, staff and guests utilizing University Housing owned or controlled residence halls, apartments and facilities. Housing Security maintains close, collaborative relationships with University Housing staff and Student Life, promoting a community culture of safety and approachability, so students recognize them as resources that can help them with a variety of issues.

To keep the Housing communities safe, Housing Security coordinates initiatives for crime prevention, fire safety, access control, emergency preparedness, and security technologies. Officers are responsible for responding to and evaluating requests for emergency assistance and coordinating appropriate police, fire and medical responses as needed. Officers are responsible for conducting preliminary investigations into criminal activity, in close collaboration with the U-M Police Department. Officers also prepare incident reports for general assistance, student behavior issues, and criminal complaints. Housing Security leadership has responsibility for student crisis management and the coordination of emergency preparedness efforts for Student Life.

University Security Services (USS)

109 E. Madison Street
Suite 3000
Ann Arbor, MI 48109
Administration- (734) 763-8391

University Security Services Museums Officers patrol the Kelsey Museum of Archaeology and the Museum of Art, providing customer service and assistance to museum patrons and staff while deterring damage and theft. USS officers are Certified Institutional Protection Specialists, working closely with Museums administration to ensure the collections are protected and the space is secure for faculty, staff, students and guests to

visit and study. Officers are responsible for responding to and evaluating requests for emergency assistance and coordinating appropriate police, fire and medical responses as needed. Officers are responsible for conducting preliminary investigations into criminal activity, in close collaboration with the U-M Police Department.

In addition to security officers, USS staffs security experts who help coordinate special events on campus by collaborating with outside police agencies, event planners, and facility managers to mitigate risks, prevent crime, plan for potential hazards, and protect the community before problems occur.

Additional Units

DPSS maintains a 9-1-1 **Dispatch Services** Center to answer calls for emergency assistance 24 hours a day, 365 days a year. Serving as an official Public Safety Answering Point (PSAP), Dispatch Services provides efficient and timely emergency communications and response for the entire U-M community. The DPSS Communications Officers monitor radio communications from a variety of University departments and local public safety agencies and dispatch U-M resources as appropriate. Dispatch Services monitors different types of alarms and security cameras for University buildings, including access control alarms, fire alarms, and infant protection alarms.

The DPSS **Emergency Management** Department serves the U-M community by preparing for, protecting against and responding to a broad range of emergencies that could impact people, operations and the environment. Emergency Management utilizes an all-hazards approach, partnering with internal U-M units as well as local, state and federal partners to prevent emergencies while simultaneously preparing to respond should they occur. Emergency Management personnel coordinate emergency alerts, drills and exercises, and building response initiatives to encourage preparedness and resiliency in the community.

The DPSS **Technology and Infrastructure Protection** group works with different University departments, facility managers, fire safety personnel, engineers and architects to help identify security issues related to current buildings, new construction and building renovations. The group may provide a consultation or a security assessment to better identify and address a facility's physical security needs. Recommendations may include changes to landscaping and exterior lighting, changes to access control policies or systems, and installing security technology such as alarm systems or cameras. The Technology and Infrastructure Protection group's goal is to help improve the safety and security of U-M buildings and grounds.

Other Emergency Responders

Ann Arbor Police Department

301 E. Huron
Ann Arbor, MI 48104
a2gov.org/police

For an emergency off-campus, dial 9-1-1. The Ann Arbor Police Department will be the responding agency if you are using a non-University phone.

Non-Emergency(734) 994-2911
Police Desk(734) 794-6920
Police Tip Line.....(734) 794-6939
Neighborhood Watch Crime Prevention(734) 794-6000
.....x 49528

Hours of operation:

24 hours a day, 7 days a week

The Ann Arbor Police Department is a full service agency offering crime prevention and crime notification programs. The programs include Neighborhood Watch, Code Red and Crime Mapping.com. The department also offers various crime prevention programs such as the Citizen's Police Academy, the Community Emergency Response Teams and other educational presentations.

The Neighborhood Watch program relies on more than 150 volunteer Block Captains who act as liaisons between the neighborhoods and the police department, relaying neighborhood concerns and suspicions. It fosters a strong cohesive partnership with citizens and the police department to prevent crime and enhance quality of life issues in Ann Arbor.

For more information on these programs and other city services, please visit our website at a2gov.org.

Ann Arbor Fire Department

115 N. Fifth Avenue
Ann Arbor, MI 48104
(734) 794-6978 Non-emergency
9-1-1 Emergency
a2gov.org/departments/fire

The city of Ann Arbor Fire Department provides a broad range of emergency services to the community including fire suppression, vehicle accident and extrication, medical assistance, water and ice rescue, as well as playing a large part in the Washtenaw County Hazardous Material and Technical Rescue teams. The department also includes fire prevention services dedicated in keeping the city safer by conducting fire safety inspections, overseeing issuance of fire-related permits, and investigating fires. The department responds to emergency and non-emergency requests for service out of five stations strategically located throughout the city.

Environment, Health and Safety (EHS)

1239 Kipke Drive
Ann Arbor, MI 48109-1010
ehs.umich.edu
(734) 647-1143 - Administration

Hours of operation:

Monday-Friday 7:30 am - 4:30 pm
After hours and weekends, contact the U-M DPSS at
(734) 763-1131

Recognized as a national leader for more than 60 years, the University of Michigan's Environment, Health and Safety (EHS) Department is a vital link in the enhancement of a healthy and safe University environment where individuals pursue research and education, and enjoy the benefits the University has to offer.

EHS's eight specialized program areas lead the University and support the surrounding community through partnership, guidance, and education to promote health, safety, protection of the environment, and compliance with local, state and federal rules dealing with hazardous materials, operations, fire and life safety, and environmental protection.

The combined technology, training, and expertise within each program area serve the safety and health needs of the University community. Comments, observations, inquiries, recommendations, concerns, or complaints regarding safety and environmental health at the University may be directed to any program area.

ON-CAMPUS SUPPORT SERVICES

Counseling and Psychological Services (CAPS)

Tappan Auxillary Building
609 Tappan St., Ann Arbor, MI 48109
(734) 764-8312
www.caps.umich.edu

"CAPS After Hours" offers after-hours support by a licensed mental health professional to any U-M student or any person concerned about a U-M student. "CAPS After Hours" is available weekends, evenings and holidays and can be reached by calling the main number and pressing 0.

Hours of operation:

Monday-Thursday 8 am - 7 pm (during academic year)
Friday 8 am - 5 pm (during academic year)
Monday-Friday 8 am - 5 pm (spring/summer)

CAPS is committed to providing multicultural and multidisciplinary expert and caring therapeutic support at no charge for currently enrolled U-M-Ann Arbor campus students. Clinical services include solution-focused brief therapy for individuals, couples and groups and crisis intervention. CAPS also provides community engagement and outreach through consultations, presentations, workshops and liaison relationships. CAPS has training programs for advanced graduate and medical students in the mental health fields. Common reasons students seek out CAPS service include, but are not limited to: anxiety, depression, self esteem, academic role and relationship issues. The diverse CAPS staff includes social workers, psychologists, and psychiatrists. CAPS also has embedded staff therapists physically located at several U-M school/college locations.

For more information about the embedded model, please go to: caps.umich.edu/caps-embedded-model

Faculty and Staff Counseling and Consultation Office (FASCCO)

2076 Administrative Services Building
1009 Greene St.
Ann Arbor, MI 48109-1432
(734) 936-8660
fascoco@umich.edu
fascoco.umich.edu

Hours of operation:

Monday 8 am - 6 pm
Tuesday-Friday 8 am - 5 pm
Call for an appointment

FASCCO is a resource for University of Michigan faculty and staff. FASCCO's purpose is to provide confidential assessment, brief counseling services and referral recommendations, when needed, to individuals with personal concerns or problems in areas of interpersonal or marital/partner relations, family problems, and emotional difficulties, such as depression or anxiety.

These services are fully paid by the University, at no charge to faculty and staff. FASCCO offers a variety of educational "Brown

Bags" on emotional health topics, which can be held in University departments or units upon request. Educational series are also offered on topics such as managing anger, stress management, and parenting of teens, as well as support groups for post-docs, new moms returning to work, and early career faculty members.

IT User Advocate

Arbor Lakes Building 3
4251 Plymouth Road
Ann Arbor, MI 48105-3640
4help@umich.edu or (734) 764-HELP

The Information Technology User Advocate, a department of Information and Technology Services, investigates reports of violations of the responsible use of computing resources at the University and works within the University community to ensure that certain information technology policies are followed. Users should contact the User Advocate if they suspect abuse of University computing resources including the following:

- Harassing messages
- Spam sent using a umich.edu email address
- Digital copyright infringement
- Misappropriation of computing resources for commercial use

Policies regarding the responsible use of information technology at the University of Michigan are available at www.cio.umich.edu/policy/.

Information Assurance (IA)

Arbor Lakes Building 3
4251 Plymouth Road
Ann Arbor, MI 48105-3640
4help@umich.edu or (734) 764-HELP for general inquiries of IA and to report suspected IT security incidents
www.safecomputing.umich.edu

Universities frequently are the targets of attempts to disrupt computing operations and/or to gain unauthorized access to institutional information. Information Assurance (IA), a department of Information and Technology Services, collaborates to respond to IT security incidents effectively and consistently, and to mitigate their negative impact.

Reporting IT security incidents:

Users of University information resources can assist in these efforts by promptly reporting any IT security incidents, including the following:

- Unauthorized exposure of private personal information (which may lead to identity theft or misrepresentation)
- Computer break-ins and other unauthorized use of U-M systems or data
- Theft or loss of equipment, including portable equipment such as laptops and flash drives
- Interference with the intended use of IT resources

Users should report IT security incidents to 4help@umich.edu or (734) 764-HELP.

International Center

1500 Student Activities Building
515 East Jefferson Street
(734) 764-9310
internationalcenter.umich.edu
icenter@umich.edu (for students scholars and their dependents)
lcfacultystaff@umich.edu (for faculty, staff and their dependents)

Hours of operation:

- Monday - Friday 8 am - 5 pm

The U-M International Center provides a variety of services to assist international students, scholars, faculty and staff at the University of Michigan, as well as U-M students seeking opportunities to study, work, or travel abroad.

Mediation Services for Faculty & Staff (MSFS)

2072 Administrative Services Building
1009 Greene St.
Ann Arbor, MI 48109-1432
(734) 615-4789
www.umich.edu/~mediate
mediation.services@umich.edu

Hours of operation:

- Monday-Friday 8 am - 5 pm
- Appointments may be scheduled before and after regular hours when needed
- Call or email for an appointment

Mediation Services for Faculty and Staff provides confidential consultation and mediation to help address and resolve workplace problems. These services are available to U-M faculty and staff free of charge.

Please visit www.umich.edu/~mediate for more information.

Michigan Medicine Office of Counseling and Workplace Resilience

D2101 Medical Professional Building
1500 E. Medical Center Drive
Ann Arbor, MI 48109-5718
(734) 763-5409 phone
(734) 763-5501 fax

Hours of operation:

- Monday-Friday 8 am - 5 pm
- Alternate hours are available upon request
- Email: counseling@med.umich.edu
- Web: www.mhealthy.umich.edu/eap

The Michigan Medicine Office of Counseling and Workplace Resilience (OCWR) a short-term counseling, consultation and coaching service. Our services are confidential, at no cost, and available to all Michigan Medicine faculty, staff and their immediate families. The OCWR staff is available to help faculty and staff navigate personal and workplace concerns. Supports are provided for all faculty and staff whether they are struggling with the big issues of life, or are finding themselves overwhelmed by the demands of each day. Throughout our work, our overarching goal is to inspire and facilitate changes that enable our organization and the individuals within it to thrive.

The OCWR offers an array of personal and professional development services to help faculty and staff remain vital in all areas of their lives. These include individual, couples and group

counseling, work and career coaching, return-to-work transition, leadership and workgroup consultation, and wellness promotion.

In addition, we help faculty and staff navigate the challenges of crisis, be it the loss of a coworker, family member or a patient. We prepare workgroup leaders to effectively and compassionately respond to mental health crisis and traumatic events. We are available 24/7 to assess, develop a course of action and deliver crisis management services.

Ombuds Office

6015 Fleming Administration Building
Ann Arbor, Michigan 48109-1340
(734) 763-3545
www.ombuds.umich.edu
umstudentombuds.umich.edu

Hours of operation:

- Monday-Friday 8 am - 5 pm
- Walk-in consultations are available
- Call to schedule appointments

Contact the Ombuds Office if you are having a serious dispute with some part of the University over academic, administrative or other issues.

The Ombuds Office provides confidential and informal dispute resolution services and helps students develop and evaluate options to resolve disputes. With student permission, it may also discuss the situation with other parties to the dispute, such as faculty and staff, and help those parties consider resolution options. Referrals and other resources are available. The office operates independently within the University and is an advocate for fairness in the resolution of problems. It is not an advocate for either side.

Finally, the office helps the University identify policies, procedures and patterns of treatment that can be improved and seeks to facilitate those improvements.

Sexual Assault Prevention and Awareness Center (SAPAC)

Cambridge House
Room 1551 - West Quadrangle
Ann Arbor, MI 48109
(734) 764-7771
(734) 936-3333 (24-hour crisis line)
sapac.umich.edu

Hours of operation

- Monday-Friday 9 am - 5 pm
- 24-hour crisis line
- Evening hours available by appointment

SAPAC is the designated office at the University of Michigan to provide services around issues of sexual assault, interpersonal violence, stalking and sexual harassment. Services include: educational programs; professional training; advocacy for survivors; 24-hour crisis line and in-person outreach services, assistance in dealing with the criminal justice, medical and/or University systems; and professional consultation for individuals working with survivors in particular University contexts. SAPAC's services are confidential and free of charge.

Spectrum Center

1443 Washtenaw Ave.
Ann Arbor, MI 48104
(734) 763-4186
spectrumcenter@umich.edu
spectrumcenter.umich.edu

Hours of operation:

Monday-Friday 9 am - 5 pm

With sexual orientation, gender identity and gender expression as our framework, the Spectrum Center is committed to enriching the campus experience and developing students as individuals and as members of communities. Our work is accomplished through student-centered education, outreach, advocacy and support.

Core Work:

Education & Training: We offer custom workshops, panels of speakers, and 6-hour Ally Development Trainings that are focused on social justice education through an LGBTQ lens. Our educational programs are free of charge to UM-affiliated groups.

Community Engagement: We organize and implement annual signature events (National Coming Out Week, Transgender Day of Remembrance, Spring Pride, Lavender Graduation, and more) as well as co-sponsor events with other units, schools, colleges, and student organizations. We also coordinate an LGBTQ student organization roundtable.

Communications and Alumni Relations: We publish a newsletter blog website, and social media and videos promoting our programs and documenting LGBTQ students' experiences.

Leadership Development: Volunteer base of about 100 students.

Support Programming: We administer a program called "Guidance, Perspective, Support" (GPS), which pairs students with peer mentors. Additionally, the Spectrum Center is a bias incident reporting site.

Student Legal Services

715 North University Ave., Suite 202
(734) 763-9920
studentlegalservices.umich.edu

Hours of operation:

9 am - 5 pm

Student Legal Services can assist enrolled students with criminal matters or civil legal matters that do not involve other students or the University of Michigan. New clients should call for an intake appointment.

University Health Service (UHS)

207 Fletcher Street
Ann Arbor, MI 48109-1050
(734) 764-8320 Information, appointments and advice
www.uhs.umich.edu

UHS is a health care clinic and wellness resource located on central campus. Appointments are required for most medical services. UHS can handle minor emergencies but is not equipped to handle major medical emergencies. Call for nurse advice, day or night, which may prevent a trip to UHS or the ER.

8 am - 5 pm M,T,W

9 am - 5 pm Th

8 am - 4:30 pm F

9 am - noon Sat

Hours are reduced during spring/summer terms, semester breaks and holidays. Department hours may vary from UHS building hours.

Most currently enrolled U-M students (Ann Arbor campus) have few expenses at UHS because they are covered by the health service fee, paid as part of tuition. For example, clinic visits, radiology, most laboratory tests and advice by phone are free. Students pay for medications, immunizations and some other services. For what's covered, see uhs.umich.edu/feestudents.

Health insurance is highly recommended but not required to receive care at UHS. Students should have health insurance to help pay for costs not covered by the health service fee, including any services outside UHS. Students who need health insurance can see uhs.umich.edu/dship.

The U-M DPSS (734) 763-1131 can provide transportation from campus locations to UHS in non-emergencies.

OFF-CAMPUS SUPPORT SERVICES

Legal Services of South Central Michigan

LSSCM: Washtenaw County Office
420 N. Fourth Avenue, Ann Arbor, MI 48104
(734) 665-6181
www.lsscm.org/

Hours of operation:

- Monday-Friday 9 am - 5 pm

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

The Family Law Project [(734) 998-9454] assists survivors of domestic violence only in Washtenaw County.

SafeHouse Center

4100 Clark Road, Ann Arbor, MI 48105
(734) 973-0242 - Business Office
(734) 995-5444 24-hour help line

Hours of operation:

- Monday-Friday 9 am - 5 pm
- 24-hour shelter and help line

SafeHouse Center is a private, non-profit organization working to end domestic violence and sexual assault in Washtenaw County. This program offers emergency shelter (open 24 hours), legal advocacy, crisis intervention, advocacy, residential and non-residential counseling, drop-in support groups, children's programs, and follow-up services.

Services are free to those who live or work in Washtenaw County.

SOS Community Services

114 N. River Street
Ypsilanti, MI 48198

Hours of operation:

Walk-in Hours: Monday, 9 am - 1 pm
Thursday and Friday, 9 am - 4 pm

Food Pantry Hours

Tuesday, 1 pm - 6:30 pm
Wednesday, 9 am - 1 pm

Administrative Office

101 S. Huron St.
Ypsilanti, MI 48197
(734) 485-8730
Hours: Monday - Friday, 9 am - 5 pm
www.soscs.org

SOS Community Services is a non-profit organization dedicated to preventing and ending family homelessness in Washtenaw County. SOS helps families find housing, employment, provide support to children, and connects them with basic needs. To learn more about SOS, visit soscs.org.

UNIVERSITY PROGRAMS

Police Department Oversight Committee

2005 Wolverine Tower
Ann Arbor, MI 48109-1281
(734) 647-7292
www.hr.umich.edu/umpd

The function of this independently elected committee, as provided by Michigan Public Act 120 of 1990, is to receive and address grievances and complaints by persons against U-M police officers or the U-M Police Department. The committee may make recommendations concerning such grievances to the executive director of the Division of Public Safety and Security, including recommendations for disciplinary action.

To get information or to file a complaint, call (734) 647-7292, email pdoversight@umich.edu or stop by the Wolverine Tower office.

MESA

Trotter Multicultural Center
1443 Washtenaw Ave.
Ann Arbor, MI 48104
(734) 763-9044
www.mesa.umich.edu

Hours of operation:

Monday-Friday 9 am - 5 pm

As a unit in Student Life, the Office of Multi-Ethnic Student Affairs (MESA) uses the lens of race and ethnicity to engage the campus community and transform the student experience to build inclusive spaces and equitable opportunities for all. MESA strives to achieve our vision of a diverse and vibrant campus community where all members are embraced, nurtured, and free to achieve their definition of success.

MESA is grounded in theory, engages both the individual and collective, promotes cross-collaboration, builds intercultural and leadership skills, and empowers students to address social justice issues. This is manifested across four areas of core work: programs and outreach, student engagement, social justice education, and leadership for social change.

William Monroe Trotter Multicultural Center

1443 Washtenaw Ave.
Ann Arbor, MI 48104-3120
(734) 763-3670
trotter.umich.edu

Hours of operation:

Sunday - Thursday 9 am - 10 pm (fall/winter terms)
Friday - Saturday 9 am - midnight (fall/winter terms)
Monday - Friday 9 am - 5 pm (spring/summer terms)
Saturday - Sunday Closed (spring/summer terms)

The Trotter Multicultural Center has a twofold purpose:

- To promote a campus and community environment in which all students can prosper academically and socially.
- To promote and provide services to build a supportive environment in which all students can develop a better understanding and appreciation for the multicultural diversity represented at the University.

What We Offer

- Free, reservable meeting and event space for registered student organizations
- Opportunities for students and organizations to host retreats
- Audio/visual equipment for rental
- Open seven days a week during the academic year

The TMC is a vibrant hub that welcomes and serves all members of our community from U-M students, faculty, staff, parents, alumni, community members and other campus visitors. The TMC provides our visitors with a home away from home and a wealth of educational opportunities.

The Office for Institutional Equity

2072 Administrative Services
1009 Greene St.
Ann Arbor, MI 48109-1432
(734) 763-0235
(734) 647-1388 TTY
www.hr.umich.edu/oie

Hours of operation:

- 8 am - 5 pm Monday-Friday
- After hours by appointment only

The Office for Institutional Equity (OIE) provides the delivery of programming and services for faculty, staff and students. OIE's mission is to provide leadership and support on matters relating to equity, diversity, respect and inclusiveness for all members of the University of Michigan community. OIE staff provides guidance, support and delivery of programming services and educational initiatives to University faculty, staff, and students to support diversity, inclusiveness, equal access, equitable treatment, cultural understanding and the prevention of prohibited discrimination and harassment.

OIE oversees, facilitates and supports the University's efforts to ensure equal opportunity for all persons regardless 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 program and activities, and admissions.

To fulfill our mission, the Office for Institutional Equity provides:

- Information, consultation, training and resources to the University community with regard to diversity, harassment, and discrimination prevention, affirmative action, equal

opportunity and disability matters;

- Individual consultation with University managers, supervisors, staff, faculty, students, and administrators;
- A mechanism for responding to complaints of harassment and discrimination;
- Oversight of and support for the University's compliance efforts in the areas of equal opportunity, affirmative action, harassment and discrimination prevention, and compliance with all applicable state and federal civil rights laws.

Office of Student Conflict Resolution (OSCR)

100 Student Activities Building
Ann Arbor, MI 48109-1316
(734) 936-6308
www.oscr.umich.edu

Hours of operation:

Monday-Friday 8 am - 5 pm
Call for an appointment or stop by the office

OSCR provides a variety of programs and services designed to support a safe, just and peaceful community, and to help Michigan students learn how to manage and resolve conflict peacefully. OSCR offers a full-spectrum of conflict resolution pathways. These include Facilitated Dialogue, Restorative Justice Circles, Shuttle Negotiation, Social Justice Mediation, as well as the Formal Conflict Resolution process as described in the *Statement of Student Rights and Responsibilities*: www.oscr.umich.edu/statement/. The *statement* is a community-owned expression of Michigan's values that outlines both the rights that U-M students enjoy as well as responsibilities they accept as members of this community. OSCR staff members are available to consult with faculty, staff and students regarding conflict resolution programs and services. Please call to speak with a staff member or to make an appointment.

Risk Management Services

3050 Wolverine Tower
3003 S. State Street
Ann Arbor, Michigan 48109-1289
(734) 764-2200 - Office
1-800-863-1355 Anonymous Tip Line
(to report fraud, personal injury, theft, and arson)
<http://finance.umich.edu/risk-management>

Hours of Operation:

- Monday-Friday 8 am - 5 pm

The mission of Risk Management Services is to minimize the adverse affects of loss due to accidents or other unforeseen events that may be inflicted upon the physical and human assets of the University.

Risk Management Services:

- identifies and analyzes risk and assesses loss potential
- develops/implements loss funding and risk financing mechanisms (insurance coverage)
- eliminates/reduces risk through the loss prevention and safety programs
- handles claim control and litigation management

Work Connections

G300 Wolverine Tower
3003 S. State Street
Ann Arbor, MI 48109-1289
(734) 615-0643
(877) 869-5266 Toll Free
(734) 936-1913 Fax
work.connections@umich.edu
www.workconnections.umich.edu

Hours of Operation:

8 am - 5 pm Monday-Friday

Work Connections is an integrated disability management program developed by the University of Michigan to assist and support faculty and staff who have had an illness or injury that prevents them from working. The program will provide assistance through recovery and help facilitate a successful return to work.

Illness or Injury Reporting Standard

Report all work-related injuries and illnesses to Work Connections within 24 hours. Illness/Injury Report forms are available online: (<http://www.workconnections.umich.edu>) and can be faxed to (734) 936-1913. Verbal reports can be taken by calling (734) 615-0643.

Cover photo: Michigan Photography



The Regents of the University of Michigan:

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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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