

WELCOME TO MICHIGAN

2020

# Annual Security & Fire Safety Report



ANN ARBOR

December 2020

Dear Campus Community Member:

The following report is filled with valuable information about safety and security on our campus. We prepare this annually to ensure our community has the information and resources needed to be and feel safe at the University of Michigan.

Additionally, this report includes acknowledgment of the recent high-profile case involving the late Robert E. Anderson, a physician employed with U-M from 1968-2003. Five allegations of sexual offenses were documented in the 2019 report; the numerous claims that have surfaced in 2020 will be addressed in the 2021 report.

Though this report entails campus statistics from 2019, I would be remiss not to acknowledge the 2020 global pandemic that has added an additional layer of complexity to keeping our community both safe and healthy. Additional public health protocols like social distancing and wearing face coverings have been and continue to be necessary to ensure individual and community health and safety during this time.

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 reported crimes, and the steps you can take to maintain a safe and secure campus.

A truly safe campus can only be achieved through community partnerships. Together, we can help make campus a safe place for everyone. We encourage all of our community members to report crimes and concerns to DPSS. We are available 24/7.

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

Sincerely,



Eddie L. Washington, Jr.  
Executive Director

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# 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 **DPSS**.

By dialing 9-1-1 from a University phone, you will be connected with **DPSS**.

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

## Safety, Security, Medical

### U-M Division of Public Safety and Security (DPSS)

Non-Emergency ..... (734) 763-1131  
Emergency Text ..... 377911

### Ann Arbor Fire Department

Non-Emergency ..... (734) 794-6978

### Ann Arbor Police Department

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

Dipatch 1 ..... (734) 971-4420  
Dispatch 2 ..... (734) 712-3000

### University of Michigan Hospital

Main ..... (734) 936-4000  
Emergency Department ..... (734) 936-6666

### U-M Department of Environment, Health & Safety (EHS)

Office ..... (734) 647-1143  
For after hours emergencies, contact U-M DPSS

## Counseling

### Counseling and Psychological Services

For students ..... (734) 764-8312

### Domestic Violence Project / SafeHouse Center

Office ..... (734) 973-0242  
Help Line ..... (734) 995-5444

### Michigan Medicine

### Employee Assistance Program (EAP)

Office ..... (734) 763-5409

### Faculty and Staff Counseling and Consultation

Office (FASCCO) ..... (734) 936-8660

### National Domestic Violence Hotline

Hotline ..... (800) 799-7233  
TDD ..... (800) 787-3224

### National Sexual Assault Hotline

Hotline ..... (800) 656-4673

### Office of the Ombuds

For Students ..... (734) 763-3545

## Sexual Assault Prevention and Awareness Center (SAPAC)

Crisis Line ..... (734) 936-3333  
Office ..... (734) 764-7771

## SOS Community Services Administrative Office

Office ..... (734) 485-8730

## Spectrum Center

Office ..... (734) 763-4186

## Health, Mental Health, Substance Abuse

### Alcohol and Drug Information

Hotline ..... (800) 729-6686

### University Health Service Information, Appointments & Advice

Office ..... (734) 764-8320

### Alcohol and Other Drug Info

Office ..... (734) 763-1320

### National Center on Drug Abuse Hotline

Hotline ..... (800) 662-HELP

### University of Michigan Hospital Psychiatric Emergency Hotline

Hotline ..... (734) 996-4747

### U-M Addiction Treatment Services

Office ..... (734) 232-0600  
Toll Free ..... (800) 828-8020

### MHealthy Alcohol Management Program

Office ..... (734) 998-2017



YOU NEVER KNOW WHEN YOU ARE GOING TO

# NEED HELP

The Division of Public Safety & Security works to keep the Leaders and Best safe. DPSS provides all police and security services at the University of Michigan.



PUT OUR CONTACT INFO IN YOUR PHONE

EMERGENCY 911 | NON-EMERGENCY (734) 763-1131  
FOLLOW US @UMICHPSS



# ABOUT THE ANNUAL SECURITY AND FIRE SAFETY REPORT

This Annual Security and Fire Safety Report (ASFSR) is a safety, security, and emergency resource for the University of Michigan community compiled and published by the U-M Division of Public Safety and Security (DPSS).

The U-M community is comprised of 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, U-M is susceptible to crime. Public safety is ultimately the responsibility of the individual and collective cooperation is essential to improve security for everyone.

The purpose of this report is to inform current and potential university community members of crime, arrest and disciplinary referral statistics, current crime response, reporting, prevention and awareness policies, including policies regarding sexual assault, domestic violence, dating violence and stalking, campus policies,

University Ordinance, relevant state laws, and campus safety and security reminders. This Annual Security and Fire Safety Report includes crime, arrest, and referral statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by the university, on public property within, or immediately adjacent to, and accessible from, the campus. The Fire Report contains the university housing fire safety protocols and fire statistics for the previous three calendar years.

This report provides useful information and references for issues relating to campus safety. It is organized into the following major sections:

- **Quick Reference:** emergency services and contact information for university and other community services
- **Crime Statistics:** crimes reported on and near campus in the past three years
- **Campus Safety:** risk reduction techniques, and services available on and off-campus
- **Annual Fire Safety Report:** fire statistics for on-campus student housing facilities for the past three years, a description of fire safety systems in each housing facility, and additional fire safety information
- **Safety and Health-Related Resources, Counseling and Support Services, and University Programs:** 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.



DPSS prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The report is compiled by the Clery compliance manager and includes information provided by the Ann Arbor Police Department, Michigan State Police, Washtenaw County Sheriff's Department, and other law enforcement agencies surrounding the Ann Arbor campus and outlying areas as well as those with police jurisdiction where students travel and for other U-M properties in Michigan such as Detroit, Belleville, Pellston, Pinckney, Dexter, and Sault Ste. Marie. U-M also has property in Jackson, Wyo., Pasadena, Calif., and Washington D.C.

Additionally, each of the campus resources listed in the report contribute to its compilation, such as the Office of Student Conflict Resolution (OSCR), the Office for Institutional Equity (U-M's Title IX and discrimination office), the Sexual Assault Prevention and Awareness Center, Human Resources, and the Dean of Students Office.

The report also includes the Annual Fire Safety Report 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 may be obtained at the U-M Police Department at 1239 Kipke Dr., or by calling (734) 763-3434. All prospective students and employees are informed of the report's existence and the website address where it can be found. The complete ASFSR and the official crime statistics section (complete with status updates after December 31, 2020) can be viewed on the [DPSS website](#).

## CLERY ACT

The Jeanne Clery Disclosure of Campus Security Police and Campus Crime Statistics Act requires the university to provide students, faculty, and staff with information on its security policies and procedures and specific statistics for certain criminal incidents, arrests, and disciplinary referrals. The university is also required to make this information available to prospective students and employees upon request. This information is available on the [DPSS website](#).

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act 20 USC § 1092(F) is the landmark federal law that requires colleges and universities across the United States to disclose information about crime on and around their campuses. Since the law is tied to participation in federal student financial aid programs, it applies to both public and private institutions of higher education and is enforced by the U.S. Department of Education.

The "Clery Act" is named in memory of 19-year-old Jeanne Ann Clery, a Lehigh University first-year student who was sexually assaulted and murdered while asleep in her residence hall room on April 5, 1986. Jeanne's parents, Connie and Howard, discovered that students hadn't been told about 38 violent crimes on their daughter's campus in the three years before her murder. They joined other campus crime victims and persuaded Congress to enact this law, which was originally known as the "Crime Awareness and Campus Security Act of 1990." There have been numerous amendments since that have been added as provisions to protect crime victims.

In 2015, several changes were made to the Clery Act such as the inclusion of the [Violence Against Women Act \(VAWA\)](#). Other changes include adding hate crime reporting, gender identity, and separating ethnicity and national origin into different categories. The university complies with the requirements of the VAWA, including the Campus SaVE Act (enhanced rights, sets standards for disciplinary proceedings, and requires campus-wide prevention education programs), and as such, includes statistics for the reported offenses of domestic violence, dating violence, and stalking in the Annual Security and Fire Safety Report and the Annual Crime Survey.

Under the Clery Act, a crime is "reported" when it is brought to the attention of a campus security authority (CSA) or local law enforcement personnel by a victim, witness, other third party, or even the offender. If a campus security authority receives a report, he or she must include it as a crime report using the procedures established by the university. It doesn't matter whether the individual is involved in the crime, reporting the crime, or is associated with the institution. Statistics are gathered through reports to DPSS. DPSS also requests crime statistics from state and local law enforcement agencies that may have jurisdiction over property that is owned or controlled by the university. DPSS collaborates with various offices throughout the university in compiling the crime, arrest, and referral statistics to

ensure statistics are not missed or double-counted. Crimes are classified using the FBI Uniformed Crime Reporting Handbook, except for sex offenses which are defined by the National Incident Based Reporting System (NIBRS) Handbook. The State of Michigan law is used to define drug, liquor, and weapons law violations, as well as incidents of domestic violence.

### Clery CSA Training for U-M Community

Our [Clery Act Training](#) can be completed by all U-M staff and students designated as a CSA. All DPSS employees are designated as CSAs and are required to complete the training annually.

## CRIME STATISTICS

### How Crime Statistics are Gathered

Campus crime, arrest, and referral statistics include those incidents reported to DPSS, other law enforcement agencies, and designated campus officials considered to be CSAs. These incident reports are also reviewed by the DPSS Clery compliance manager and DPSS team members for consideration of timely warning publications.

The crime classifications and geographical references in the statistics charts on pages 9, 10, and 11 are those required to be disclosed by the Clery Act. See pages 16-17 for a map.

The incidents listed as “reported to DPSS” include reports to the U-M Police Department, the Ann Arbor Police Department, and other law enforcement agencies that have jurisdiction for off-campus 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 CSAs other than police or security; these statistics are not duplicative of police reports.

The 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 DPSS. The chart of incidents managed by U-M’s Sexual Assault Prevention and Awareness Center (SAPAC) represent all incidents reported to SAPAC, during the year, including incidents on and off campus, not part of our campus community, out of state, as well

as incidents that occurred during the reporting year or in previous years.

### Reports made to U-M Sexual Assault Prevention and Awareness Center (SAPAC)

Category	2017	2018	2019
Sexual Assault	179	168	151
Intimate Partner Violence	49	33	37
Stalking	40	31	52
Sexual Harassment	45	10	89
Unknown Incident	13	59	5
Possible Sexual Assault	n/a	2	8
Possible Intimate Partner Violence	n/a	1	5
Totals	326	304	347

### Larcenies on Campus

Offense	2017	2018	2019
Theft from a Building	408	365	358
Theft from a Motor Vehicle	37	28	49
Theft of Motor Vehicle Parts or Accessories	7	2	4
All other Larcenies	127	154	84
Totals	579	549	495



## **ROBERT E. ANDERSON STATEMENT**

In October 2018, allegations of sexual offenses began to surface about the deceased Robert E. Anderson, a physician employed with U-M from 1968-2003. The initial five reported incidents were included in the crime statistics for the 2019 Annual Security and Fire Safety Report which was published October 1, 2019.

In 2020, numerous additional cases involving the deceased Robert E. Anderson have been reported, and information continues to be compiled.

The information gathered in 2020 will appear in the 2021 Annual Security and Fire Safety Report. This follows the guidelines set within the Clery Act as to how crime data is to be gathered, classified, and reported.

In the 2021 Annual Security and Fire Safety Report, this information will display the incidents broken out separately from all other crime data for transparency and clarifying purposes.

# 2019 CLERY CRIME STATISTICS

	On-Campus Property			† On-Campus Residence Halls			Non-Campus Property			Public Property		
	Reported to DPSS	Reported to CSA	Total	Reported to DPSS	Reported to CSA	Total	Reported to DPSS	Reported to CSA	Total	Reported to DPSS	Reported to CSA	Total
<b>OFFENSE</b>												
Murder/Non-negligence	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	6	13	19	5	9	14	0	4	4	1	0	1
Fondling	15	10	25	1	7	8	1	8	9	0	1	1
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	1	0	1	0	0	0	0	0	0	1	0	1
Aggravated Assault	8	1	9	1	1	2	0	2	2	4	0	4
Arson	4	0	4	2	0	2	0	0	0	0	0	0
Burglary	6	0	6	1	0	1	3	0	3	0	0	0
Motor Vehicle Theft	7	0	7	0	0	0	0	0	0	0	0	0
Liquor Law Arrest/Citation	5	0	5	0	0	0	0	0	0	84	0	84
Liquor Law Violation/ Disciplinary Referral	0	1044	1044	0	1022	1022	0	2	2	0	0	0
Drug Law Arrest/Citation	7	0	7	0	0	0	0	0	0	7	0	7
Drug Law Violation/ Disciplinary Referral	0	116	116	0	115	115	0	0	0	0	0	0
Weapon Law Arrest	5	0	5	0	0	0	0	0	0	0	0	0
Weapon Law Violation for Disciplinary Referral	0	2	2	0	0	0	0	0	0	0	0	0
Stalking	29	20	49	2	8	10	0	1	1	0	0	0
Domestic Violence	8	3	11	1	2	3	0	0	0	7	0	7
Dating Violence	8	5	13	4	3	7	0	0	0	0	0	0

\*On-Campus Residence Halls is a subcategory of On Campus Property. The data in On Campus Residence Halls is also included in On Campus Property.

"Reported to DPSS" includes reports from AAPD

Total number of 2019 Clery-reportable crime reports that were determined by the responding police departments to be unfounded was 3.

"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.

Police reports include statistics from the U-M DPSS and City of Ann Arbor Police Department. Statistics from the other jurisdictions (satellite properties) are included with the CSA report numbers.

## 2019 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:

- On Campus, Malicious Destruction of Property, Anti-Black
- On Campus- Residence Hall, Malicious Destruction of Property, Anti-Homosexual
- On Campus, Malicious Destruction of Property, Anti-Jewish
- \*On Campus, Assault & Battery, Anti-Multiracial
- On Campus, Malicious Destruction of Property, Anti-Black
- \*On Campus, Harassment, Anti-Multiracial
- \*On Campus, Harassment, Anti-Black
- \*On Campus, Assault & Battery, Anti-Black

\*indicates Clery reportable offense

# 2018 CLERY CRIME STATISTICS

OFFENSE	On-Campus Property			†On Campus Residence Halls			Non-Campus Property			Public Property		
	Reported to DPSS	Reported to CSA	Total	Reported to DPSS	Reported to CSA	Total	Reported to DPSS	Reported to CSA	Total	Reported to DPSS	Reported to CSA	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	16	27	43	11	10	21	0	2	2	1	0	1
Fondling	21	9	30	4	2	6	1	0	1	0	1	1
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	3	0	3	0	0	0	0	0	0	0	0	0
Aggravated Assault	18	2	20	0	0	0	1	2	3	1	0	1
Arson	4	0	4	1	0	1	0	0	0	0	0	0
Burglary	15	1	16	10	0	10	0	0	0	0	0	0
Motor Vehicle Theft	8	0	8	0	0	0	0	0	0	1	0	1
Liquor Law Arrest/Citation	14	0	14	1	0	1	0	0	0	70	0	70
Liquor Law Violation/ Disciplinary Referral	0	1001	1001	0	943	943	0	0	0	0	0	0
Drug Law Arrest/Citation	76	0	76	16	0	16	0	0	0	12	0	12
Drug Law Violation/ Disciplinary Referral	0	135	135	0	135	135	0	0	0	5	0	5
Weapon Law Arrest	3	0	3	0	0	0	0	0	0	2	0	2
Weapon Law Violation for Disciplinary Referral	0	2	2	0	2	2	0	0	0	0	0	0
Stalking	18	2	20	1	0	1	1	0	1	0	0	0
Domestic Violence	8	0	8	1	0	1	2	0	2	0	0	0
Dating Violence	6	1	7	1	1	2	0	0	0	0	0	0

Total number of 2018 Clery-reportable crime reports that were determined by the responding police departments to be unfounded was 9.

"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.

Police reports include statistics from the U-M DPSS and City of Ann Arbor Police Department. Statistics from the other jurisdictions (satellite properties) are included with the CSA report numbers.

## 2018 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, harassment, race
- 1 DPSS report, on-campus, malicious destruction of property, race
- 1 DPSS report, on-campus, residence hall, malicious destruction of property, race
- 1 DPSS report, on-campus, harassment, race



# 2017 CLERY CRIME STATISTICS

OFFENSE	On-Campus Property			†On-Campus Residence Halls			Non-Campus Property			Public Property		
	Reported to DPSS	Reported to CSA	Total	Reported to DPSS	Reported to CSA	Total	Reported to DPSS	Reported to CSA	Total	Reported to DPSS	Reported to CSA	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	4	6	10	0	3	3	0	0	0
Fondling	11	4	15	1	2	3	3	1	4	0	0	0
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	2	2	0	0	0	2	0	2
Aggravated Assault	6	0	6	0	0	0	1	0	1	0	0	0
Arson	4	0	4	2	0	2	0	0	0	0	0	0
Burglary	14	0	14	4	0	4	18	0	18	0	0	0
Motor Vehicle Theft	6	0	6	0	0	0	3	0	3	1	0	1
Liquor Law Arrest/Citation	161	0	161	89	0	89	21	0	21	89	0	89
Liquor Law Violation/Disciplinary Referral	0	1629	1629	0	1622	1622	0	2	2	0	5	5
Drug Law Arrest/Citation	110	0	110	43	0	43	2	0	2	23	0	23
Drug Law Violation/Disciplinary Referral	0	281	281	0	267	267	0	0	0	0	0	0
Weapon Law Arrest	3	0	3	1	0	1	0	0	0	1	0	1
Weapon Law Violation for Disciplinary Referral	0	2	2	0	2	2	0	0	0	0	0	0
Stalking	19	4	23	7	1	8	1	0	1	0	0	0
Domestic Violence	8	0	8	2	0	2	0	0	0	0	0	0
Dating Violence	18	5	23	3	2	5	0	1	1	0	0	0

\*On-Campus Residence Halls is a subcategory of On Campus Property. The data in On Campus Residence Halls is also included in On Campus Property.  
Total number of 2017 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.

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

## 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, 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

## DEFINITIONS FOR THE CLERY STATISTICS CHARTS

Under the Clery Act, for the purposes of counting and disclosing criminal offenses, hate crimes, arrests, and disciplinary referrals, statistics are based on definitions provided by the Federal Bureau of Investigation's (FBI's) Uniform Crime Reporting (UCR) Program. The definitions for aggravated assault, arson, burglary, drug abuse violations, liquor law violations, motor vehicle theft, murder, rape, robbery, and weapons law violations are from the *Summary Reporting System (SRS) User Manual* from the FBI's UCR program. The definitions of fondling, incest, and statutory rape are from the FBI's National Incident-Based Reporting System (NIBRS) *Data Collection Guidelines* edition of the UCR. Hate Crimes are classified according to the FBI's *Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Manual*. Although the law states that institutions must use the UCR Program definitions, Clery Act crime reporting does not have to meet all the other UCR program standards.

### Crimes

**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** - Willful or malicious burning or attempt to burn with or without intent to defraud a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

**Bias Crime** - See Hate Crime

**Burglary** - The unlawful entry of a structure 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; a person with whom the victim shares a child in common; a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; 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; 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, benzedrine).

**Hate Crime** - Any criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Bias categories under the Clery Act involve: disability, ethnicity, gender, gender identity, race, religion, national origin, and sexual orientation.

**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 gross 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.

**Robbery** - The taking, or attempting to take, anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

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

**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 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 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.



## CLERY GEOGRAPHY

**On-campus property** is defined as any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to above that is owned by the institution but controlled by another person, frequently used by students, and supports institutional purposes (such as a food or other retail vendor). For the purposes of this report, university housing facilities are recorded in the category of on-campus as well as residential facilities.

**On-campus residence hall** is defined as any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus. "On-campus residence hall" is a subcategory to "On-campus property."

**Public property** is defined as all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from campus.

**Non-campus property** is defined as any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property that is owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students and is not within the same reasonably contiguous geographic area of the institution.

## CAMPUS SECURITY AUTHORITY

The Clery Act recognizes certain university officials and offices as Campus Security Authorities (CSAs). The act defines these individuals, among other individuals, as an "official" of the institution who has significant responsibility for student and campus activities which includes student housing, student discipline, and campus judicial proceedings. These include staff in Athletics, DPSS, Human Resources, Office for Institutional Equity,

Student Life, University Housing, as well as, university deans, directors, and advisors to recognized student organizations.

Reports of crimes disclosed to these employees will be reported to the university's Clery compliance manager 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.

Some positions, duties, or tasks may not be fully covered in the above descriptions. If you have questions or need assistance defining whether you are a CSA, please contact the Clery compliance manager.

CSAs are responsible for immediately reporting crimes and incidents that occur on the U-M campus or affiliated property to DPSS. This information can be reported by calling 911, 734-763-1131 or by completing a [CSA report](#).

## TITLE IX

### Individuals with Reporting Obligations

"Individuals with Reporting Obligations" (IROs) are required to share information about suspected sexual and gender-based misconduct to the Office for Institutional Equity. IROs denoted with an asterisk (\*) are officials of the university who have the authority to institute corrective measures on behalf of the university and have broader reporting responsibilities and are required to report all information about prohibited conduct that they receive, regardless of how and when they learned of the information, e.g., whether the information was shared with them in the scope of their employment or in some other capacity, including if they learned during a classroom or research activity, awareness event, or other exempt disclosures as outlined below. Those serving in vice, associate, and assistant roles to executive officers, deans, and department chairs are not covered by these broader reporting responsibilities. IROs that are not denoted with an asterisk (\*) are not obligated to report matters that arise outside of the scope of their employment as outlined below. The Individuals with Reporting Obligations roles include:

#### Administrators

- Board of Regents\*
- University President\*

- Executive Officers/Chancellors\*
- Vice, Associate or Assistant Executive Officers or Chancellors
- Deans\*
- Vice, Associate, and Assistant Deans
- Department Chairs\*
- Associate and Assistant Department Chairs
- Graduate and Undergraduate Chairs
- Academic and Staff Supervisors

This reflects the university's policy as effective August 14, 2020. Prior to August 14, 2020, the university used the term "Responsible Employees" to refer to individuals who had obligations to report concerns of Prohibited Conduct to the Title IX Coordinator under the university's applicable sexual misconduct policies. The category of individuals who were designated as REs, and in some instances the scope of the obligation, were in some instances different than the IRO designations and the scope of the obligation, as reflected here and as in place effective August 14, 2020.

## Student Life

- All Student Life staff members responsible for imposing discipline, sanctions, or remedies in response to non-academic student misconduct (excluding student staff), including Office of Student Conflict Resolution staff on the Ann Arbor campus; Dean of Students Office staff and Assistant Director, Community Standards and Ethical Development on the Flint campus; and the Dean of Students and Student Conduct Advisor on the Dearborn campus\*
- All staff members (including any individual, whether an employee or not, who serves as a coach of a club sports team), excluding clerical, custodial, maintenance, and dining employees
- Resident-Advisors in Housing and Residential Education

## Athletics

- Athletic Director and Head Coaches for Varsity Athletics\*
- All athletics staff members, excluding clerical, custodial, maintenance, and dining employees

## Office for Institutional Equity

- OIE Directors (including those serving in associate and assistant roles) and Title IX Coordinators\*
- All other OIE staff, excluding clerical employees, interns, and student staff

## Division of Public Safety and Security

- All staff members, excluding clerical, custodial, and maintenance employees

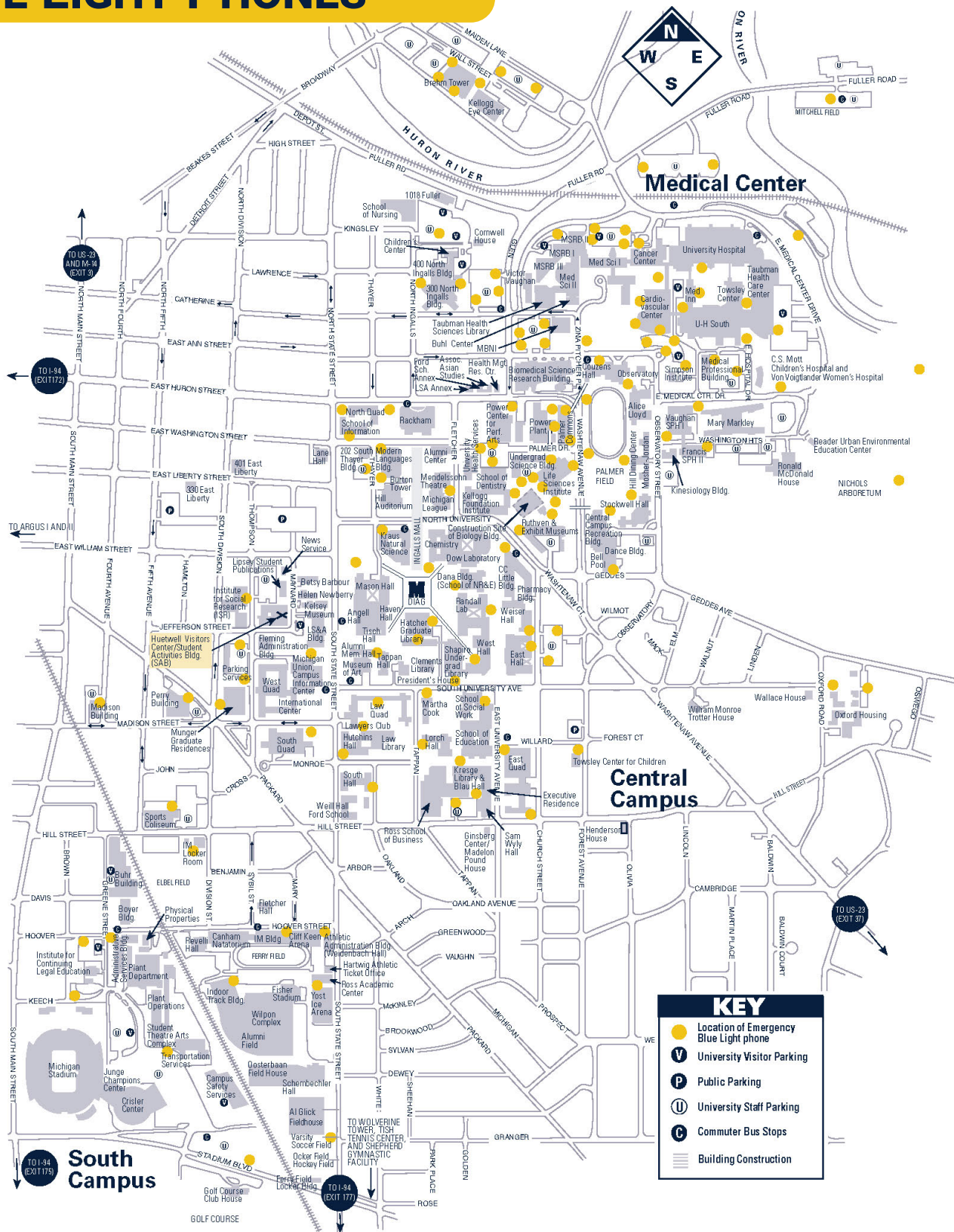
## Other

- All human resource staff members (central, school, college, division, and/or unit) who are responsible for handling employment issues, excluding clerical and transactional employees
- All faculty and staff members who provide direct oversight of university-related travel abroad experiences for students, including university-sponsored study abroad, research, fieldwork, or internship programs
- All faculty and staff members who accompany students on university-related travel abroad; or
- Faculty and staff serving as identified advisers to student organizations required by their campus to have a named faculty or staff adviser. For Ann Arbor, this includes faculty and staff serving as identified advisers to Sponsored Student Organizations. For Dearborn, this includes faculty and staff serving as identified advisers to Sponsored Student Organizations and Registered Student Organizations. For Flint, this includes faculty and staff serving as identified advisers to Recognized Student Organizations. Unless designated as an IRO in another role at the university, staff and faculty members who serve as such advisers are only IROs with respect to concerns they become aware of connected to the student organization they advise.

Sexual and Gender-Based Misconduct include incidents of Sexual and Gender-Based Misconduct (i.e., Sexual Assault; Sexual Exploitation; Sexual Harassment; Gender-Based Harassment; Sex and/or Gender-Based Stalking; Intimate Partner Violence; Sex and Gender-Based Discrimination; Retaliation and Violation of Supportive Measures) and Title IX Misconduct (i.e., Quid Pro Quo Sexual Harassment; Severe, Pervasive, and Objectively Offensive Sexual Harassment; Sexual Assault; and Sex-Based Intimate Partner Violence and Stalking; as defined by and within the scope of Title IX).

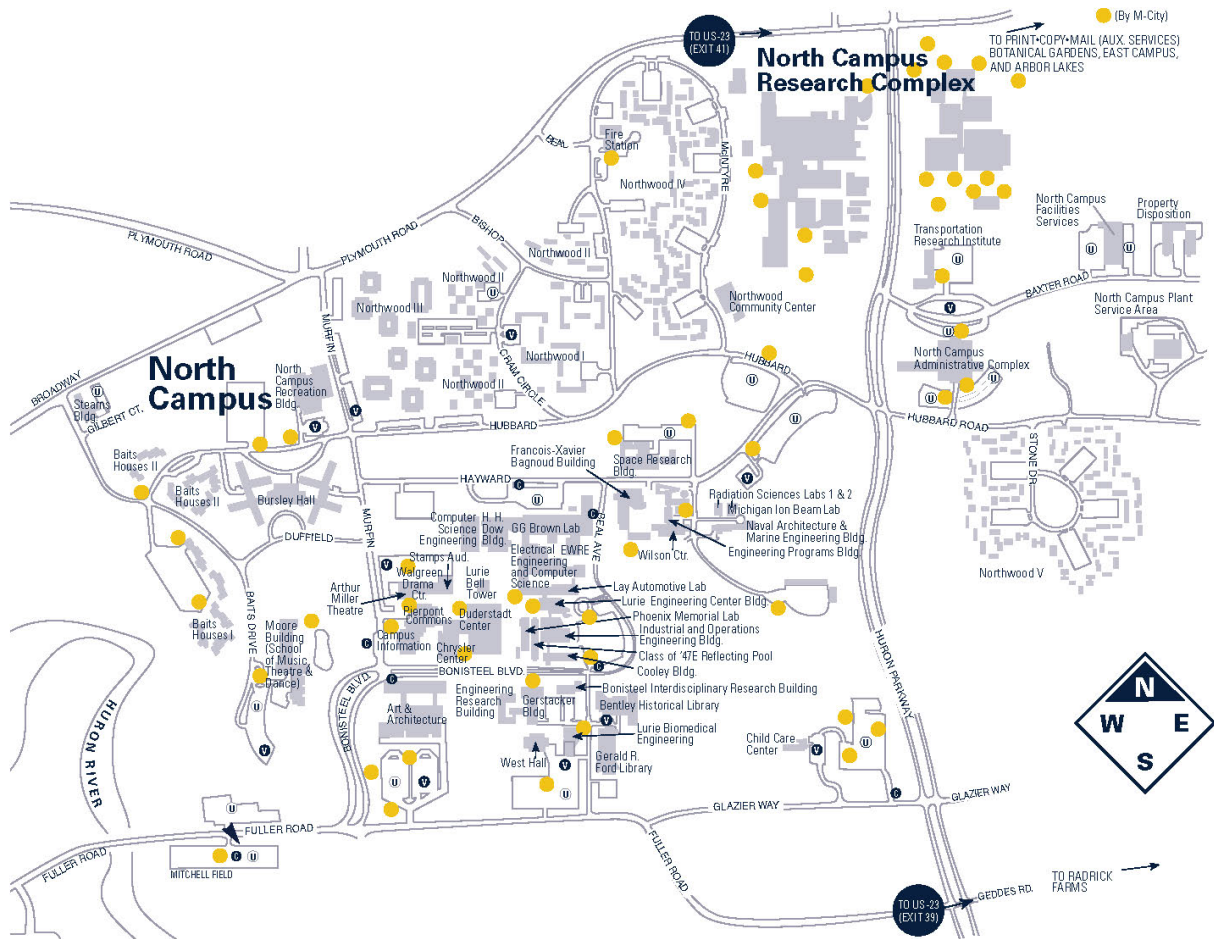
How to do Responsible Employee reports, visit: <https://portal.dpss.umich.edu/public/reporting/>

# CAMPUS MAP WITH BLUE LIGHT PHONES





# CAMPUS MAP WITH BLUE LIGHT PHONES



Buildings and property labeled on this map, except public parking structures, are considered as "on campus" property for Clery-reporting purposes.

KEY	
<span style="color: yellow;">●</span>	Location of Emergency Blue Light phone
<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">V</span>	University Visitor Parking
<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">P</span>	Public Parking
<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">U</span>	University Staff Parking
<span style="border: 1px solid black; border-radius: 50%; padding: 2px;">C</span>	Commuter Bus Stops
<span style="display: inline-block; width: 10px; height: 10px; background: repeating-linear-gradient(45deg, transparent, transparent 2px, black 2px, black 4px);"></span>	Building Construction





# **SAFETY ON CAMPUS**



# SAFETY AND HEALTH-RELATED RESOURCES

## THE DIVISION OF PUBLIC SAFETY AND SECURITY

1239 Kipke Dr.  
Ann Arbor, MI 48109-2993  
(734) 763-1131  
[dpss.umich.edu](http://dpss.umich.edu)

The University of Michigan Division of Public Safety and Security (DPSS) supports the mission of the university as a partner serving to ensure a safe and secure environment while improving the quality of life for all those living, learning, working, healing, and visiting within our community.

DPSS oversees all police and security operations at U-M, offering a truly integrated approach to safety and security, and are on call 24 hours a day, 7 days a week, 365 days a year.

DPSS partners with university community members to reduce fear and the conditions that contribute to crime and to increase the community's involvement in resolving these issues. DPSS works to establish and maintain meaningful relationships with community members. Rather than solely reacting to events, DPSS takes a preventive approach to address safety issues, working to eliminate problems that allow crime to occur.

DPSS officers conduct regular patrols of campus that are intended to prevent, deter, and detect crimes and prevent property loss from crime or other kinds of emergencies. U-M 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. Every member of DPSS is a CSA.

### Contact DPSS

- Dial 9-1-1 from any university landline phone
- Dial (734) 763-1131 from any phone, including a cell phone
- Lift the receiver or press the button an emergency Blue Light, elevator, or parking lot or structure phone and other areas of the U-M property.

### DPSS Jurisdiction

DPSS officers have jurisdiction on all U-M property in the city of Ann Arbor. These properties are designated with blue signs with white lettering and a "block M." See pages 16 and 17 for maps of areas for "On-Campus" properties for the North Campus, North Campus Research Complex, Medical Center Campus, Central Campus, South Campus, Athletic Campus, and Wolverine Tower. U-M also owns and controls properties ("Non-Campus" properties) in Michigan such as in Belleville, Brighton, Detroit, Dexter, Pellston, Pinckney, Saline, Sault Ste. Marie, and Ypsilanti.

### The University of Michigan Police Department

Campus Safety Services Building  
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 through the State of Michigan 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 U-M on property owned or leased by U-M 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. To that end, UMPD police officers are deputized through Washtenaw County Sheriff's Office.

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)

The [Special Victims Unit](#) (SVU) is a specialty unit

within UMPD that assists those who have experienced interpersonal violence, such as sexual assault, intimate partner violence, dating violence, stalking, or child abuse. Our officers ensure survivors are treated with compassion and respect while navigating the criminal justice system and prioritize holding offenders accountable.

The SVU uses a trauma-informed approach and 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 - 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 UMPD.

Specialized Michigan Medicine Security services include patient property services, engagement and investigations, the key & ID services, controlled substance discrepancy resources, and security systems monitoring and management. Michigan Medicine works closely with department heads and administrative leadership to promote a culture of safety and respect for all patients and visitors.

## **Guest Service Specialists**

[Guest Service Specialists](#) provide security screening and offer a welcoming face and a helping hand to the faculty, staff, students, patients, and visitors of several Michigan Medicine facilities.

## **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-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, coordinating appropriate police, fire, and medical responses as needed, and conducting preliminary investigations into criminal activity, in close collaboration with UMPD. Officers also prepare incident reports for general assistance, student behavior issues, and criminal complaints.

## **University Security Services**

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

University Security Services (USS) staff 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.

## **Museum Security**

[Museum Security](#) officers patrol the Kelsey Museum of Archaeology, Museum of Art, and Museum of Natural History, providing customer service and assistance to museum patrons and staff while deterring damage and theft.

Museum Security officers must complete the

Certified Institutional Protection Specialists program. Officers work 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.

## **Community Engagement**

The DPSS Community Engagement Unit engages and partners with students, faculty, staff, patients, and visitors to educate and inform about preventing crime and safety hazards on campus. Community Engagement encourages community members to take a proactive approach to safeguarding themselves and others. In 2019, DPSS hosted more than 200 community engagement events.

## **Infrastructure Protection**

Infrastructure protection specialists work 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.

## **Dispatch Services**

1239 Kipke Drive  
Ann Arbor, MI 48109  
Dispatch - (734) 763-1131

Dispatch Services answers 9-1-1 emergency assistance calls 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.

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.

## **Emergency Management**

Emergency Management serves the U-M community by preparing for, protecting against, and responding to a broad range of emergencies that could impact our people, operations, and environment. Emergency Management also facilitates partnerships and coordination with internal U-M units as well as local, state, and federal partners. This unit works to prevent emergencies while simultaneously preparing to respond if they do occur.

Emergency procedures, including evacuation and shelter-in-place instructions, are posted on the DPSS Emergency Management website. 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 annually at a minimum. These exercises could be announced or unannounced drills or tabletop, functional or full-scale exercises.

## **Exercises and Drills (Announced) Conducted in 2019**

- Escalating Threat - February
- Drone Incident - March
- Civil Disturbance - April
- Escalating Threat - May
- False Alarm Active Attacker - May (three different exercises completed)
- Active Attacker - May (three different exercises completed)
- Multiple Explosions - May (three different exercises completed)
- Escalating Threat - August
- Notification Drill - December

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.



## DPSS Training and Presentations

### Responding to an Active Attacker Run, Hide, Fight™

This presentation aims to educate our community on how to respond and prevent an active attacker incident. The officer provides an overview of the RUN, HIDE, and FIGHT response, as well as the critical thinking involved in choosing a decision that is right for you. In 2019, DPSS conducted 87 presentations.

### Security Awareness for Violent Events (SAVE)

A scenario-based training that helps staff members respond and make safe decisions should a violent event occur in the workplace. In 2019, DPSS conducted 27 SAVE training programs for our community.

### Empowerment Self-Defense

Self-defense workshops take a holistic approach to self-protection, emphasizing awareness, and assertiveness skills as well as physical and verbal strategies to counter violence. The goal is to leave you better equipped to deal with everything from harassment to potentially violent people to sexual assault. Participants take part in verbal exercises, physical drills, and discussion. In 2019, there were 90 Empowerment Self-Defense classes held.

### Workplace and Classroom Violence and Dealing with Difficult People

The workplace and classroom violence presentation is designed for members of the community to be prepared to deal with escalating behavior and violence in the workplace or classroom. Facilitators and participants discuss how to handle escalating or threatening behavior and violence. Prevention and reporting measures are presented within the framework laid out by the U-M Standard Practice Guide and criminal law. In 2019, there were seven classes held for Workplace and Classroom Violence and Dealing with Difficult People.

## See Something? Say Something!™

This crime prevention presentation will give you an overview of the DPSS law enforcement and security services on campus, incidents that should be reported, and how to contact DPSS. Personal safety, dealing with threats, and suspicious behavior also are discussed in detail. Many units have made this presentation part of their annual staff training. In 2019, there were 16 presentations held for See Something? Say Something!

### Training Requests

You may request a DPSS presentation [online](#).

## OTHER EMERGENCY RESOURCES

### Ann Arbor Police Department

301 E. Huron  
Ann Arbor, MI 48104  
[a2gov.org/police](http://a2gov.org/police)

For an emergency, dial 9-1-1.  
Non-Emergency .....(734) 994-2911  
Police Desk .....(734) 794-6920  
Police Tip Line .....(734) 794-6939

For the majority of students living in neighborhoods surrounding campus, police services are provided by the Ann Arbor Police Department (AAPD).

### Washtenaw County Sheriff Department

2201 Hogback Rd  
Ann Arbor, MI 48105  
(734) 971-8400  
<http://www.washtenaw.org/1124/Sheriff/>

### Pittsfield Township Police

6227 W Michigan Ave  
Ann Arbor, MI 48108  
(734) 822-4911  
<http://www.pittsfield-mi.gov/>

## Ypsilanti Police Department

505 W Michigan Ave  
Ypsilanti, MI 48197  
(734) 483-9510

<https://cityofypsilanti.com/269/Police-Department>

## 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](https://a2gov.org/departments/fire)

## Environment, Health and Safety (EHS)

1239 Kipke Drive  
Ann Arbor, MI 48109  
Phone (734) 647-1143 | Fax (734) 763-1185  
<https://ehs.umich.edu/>

The Department of Environment, Health & Safety (EHS) is the U-M department responsible for monitoring the implementation of safety and environmental standards, managing investigations of incidents, and evaluating deviations from this policy to ensure safe practices in education and research.

## Partnering with Facilities & Operations for Crime Prevention

### Facilities Service Center

326 E Hoover Ave  
Ann Arbor, MI 48109  
(734) 647-2059  
<https://fo.umich.edu/>

At U-M, an 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.

## TRANSPORTATION OPTIONS

### Ann Arbor Area Transit Authority

2700 S Industrial Hwy  
Ann Arbor, MI 48104  
(734) 996-0400  
<https://www.theride.org/maps-schedules>

The Ann Arbor Area Transportation Authority (TheRide) 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](https://www.theride.org) for details and bus routes.

### Logistics, Transportation and Parking (LTP)

1201 Kipke Dr.  
Ann Arbor, MI 48109  
(734) 764-7475  
<https://ltp.umich.edu/>

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. Please visit the LTP website for specific routes and schedules.

### Bicycle Safety and Parking Options

There are over 8,500 bike parking spaces (each hoop provides two parking spaces) on U-M's Ann Arbor campus. This translates to about one place for every 10 people within an academic, research, and office building on campus and one place for every four people living in a residence hall. These ratios fall within common guidelines from around the country and are the result of a concerted effort over the past ten years to increase the number of bike parking spots on campus.

Bicycles are attractive targets for thieves and vandals. For your own personal use, record the identifying characteristics and the serial number of your bike, and keep the information in a safe place. Take advantage of the free [DPSS property registration program](#) and register your bicycle to deter theft and assist with recovery in the event it is stolen.

When parking your bicycle on our campus, it is recommended that you use a solid u-bolt version of a bike lock to secure your bicycle. Other locks may be easily compromised.

There are a limited number of bike lockers that provide covered and secured parking for individuals' bicycles. The lockers are available for lease at a nominal fee plus a refundable key deposit. For inquiries regarding bike lockers please contact Alternative Transportation at [alt.trans@umich.edu](mailto:alt.trans@umich.edu).

Other bicycle safety tips include:

- Ride with the traffic or use bike paths whenever possible.
- Follow the 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.
- Stay alert at all times.
- Be visible—put a white light at the front of your bicycle and a red light at the back.
- Wear a helmet.
- Yield to walkers on sidewalks and paths—they have the right of way.

## After Hours Transportation Options

The following [transit services](#) are designed to meet special needs and to fill in the gaps between regular service hours.

### SafeRide

[SafeRide](#) is a free service that transports students, faculty, and staff to their residence or vehicle within a one-mile radius of campus. Riders may use this service once per evening and must present a valid U-M ID (Mcard).

### Ride Home

[Ride Home](#) is a free shared-ride taxis service for students, faculty, and staff to their residence halls, vehicles parked in U-M operated lots or structures, or local residence (within a one-mile radius of Central and North Campuses). This service is available after U-M transit buses have concluded daily service, seven days a week.

## Night Ride

[Night Ride](#) is a shared-ride taxi service within the city of Ann Arbor. A surcharge is added to trips that begin or end outside Ann Arbor without an advance reservation.

## Emergency Ride Home

[Free taxi rides](#) can be provided in emergency situations for faculty, staff, and students on the Ann Arbor campus to return to their vehicle parked in remote lots or to any location (home, school, daycare provider, etc.). Eligible types of emergencies covered by the program include personal or family illness or injury, unscheduled overtime or other mandatory work-related holdover, or stranded carpool or vanpool riders.

## 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.

## 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.

# SEEKING CONFIDENTIAL COUNSELING

Faculty and staff may contact the [Faculty and Staff Counseling and Consultation Office](#) (FASCCO), and Michigan Medicine faculty and staff may contact the [Michigan Medicine Office of Counseling and Workplace Resilience](#), 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.

[The Department of Spiritual Care](#) at Michigan Medicine serves the needs of our patients, their families and caregivers, and our staff.

While confidential counselors are not considered Campus Security Authorities under the Clery Act, they are asked to provide information to their clients and encourage them to report criminal activity to UMPD or other police agencies as appropriate.

# EMERGENCY NOTIFICATIONS AND TIMELY WARNINGS

## EMERGENCY NOTIFICATIONS

The [UM Emergency Alert system](#) 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, via:

- Text message (SMS) to registered cell phones
- Voice message to registered telephones
- Push notification to Michigan app and U-M Public Safety app
- Email
- Websites ([umich.edu](http://umich.edu) and [dpss.umich.edu](http://dpss.umich.edu))
- Twitter & Facebook (@umichdpss)
- Some campus digital signs

DPSS may be alerted to an emergency thru 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.).

The university automatically registers all faculty, staff, and student umich email addresses and cell phone numbers for urgent notification alert messages. Additionally, messages can be received by downloading the [Michigan app](#) or [U-M Public Safety app](#) and by following DPSS on [Facebook](#) and [Twitter](#). Faculty, staff, and students may opt-out (via Wolverine Access) of text messages.

### Examples of activations may include:

- An active violence incident, such as an active attacker
- Outbreak of a serious illness (meningitis, norovirus, etc)
- A tornado warning for the county
- A major hazardous material spill
- An emergency reduction in operations

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. A 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.



## UM Emergency Alerts

Text | Voice | Email | Web | Apps | Twitter

**Learn more at  
[dpss.umich.edu](http://dpss.umich.edu)**

**M | DPSS** DIVISION OF  
PUBLIC SAFETY & SECURITY  
UNIVERSITY OF MICHIGAN

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## TIMELY WARNINGS

When a crime is reported to law enforcement or a Campus Security Authority, either on or off campus, that 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. These alerts will be issued through different means such as:

- Emails
- [Website](#)
- [Facebook](#) and [Twitter](#)
- Some campus digital signs

The UMPD chief, DPSS leadership, and public information officers will develop the content of the warning. Victim’s names will never be disclosed in the alerts or to the 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. The crime alert will be posted on the DPSS [website](#) 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 Drive.

## Security Bulletins

When a crime or trend in criminal activity that does not constitute an ongoing or continuing threat to the university community arises, such as an increase in local bike theft or vehicle break-ins, a security bulletin may be posted to the DPSS [website](#), shared on DPSS social media ([Facebook](#) and [Twitter](#)). This method of communication allows DPSS to share information about how to mitigate potential community threats that don’t rise to the level of a Crime Alert or may not impact the campus community as a whole. Security Bulletins are often followed by an increase in safety messaging related to the issue (e.g., reminders to secure bicycles, register personal property with DPSS, lock vehicles, etc.).

# SAFETY TIPS AND RISK REDUCTION TECHNIQUES

The following prevention tips are offered to help ensure 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

## COMPUTER AND IDENTITY INFORMATION SAFETY

### Protect your computer and mobile devices:

- Register your electronics with [DPSS](#) to assist in recovering lost or stolen devices.
- Use a password or PIN to lock portable devices.
- Never leave items 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.
- 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](#).
- Never respond to an email 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 DPSS at (734) 763-1131 immediately if you receive a threatening email or if your device is stolen.

For more tips and information, visit the [U-M ITS website](#).

## FIRE SAFETY

- If you see smoke or fire, activate the fire alarm and call 9-1-1 from a safe location.
- Familiarize yourself with the locations of fire alarm pull stations, fire extinguishers, stairways, and emergency exits in your building(s). Always identify two means of exit from your location.
- If the building's fire alarm sounds:
  - 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.

## RESIDENTIAL SAFETY

### University Residence Halls:

- Make sure your door is closed when you are home and away.
- Do not leave valuables in open view.
- Never prop open doors to residence halls.
- 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 report them to DPSS.

### If you live in an on or off-campus apartment:

- Always keep your doors and ground floor windows secured.
- If you have a sliding glass door/door wall, make sure your safety bar is in place.
- If you live off campus, learn safety tips from [Beyond the Diag](#).
- Sign up for City of Ann Arbor [emergency notifications](#).
- Never leave mail or delivered packages piled up on your doorstep.

## OUTDOOR SAFETY

- Take advantage of [nighttime transportation services](#).
- Walk in well-lit areas.
- Walk confidently and assertively.
- Avoid distracting activity when traveling outdoors alone, such as texting, wearing earbuds, or talking on the phone.
- Valuables should be kept concealed or carried close to the body.
- If you are followed by someone, call 9-1-1, or the DPSS non-emergency line at 734-764-1131 from your cell phone and head to a populated area. If there is a blue-light emergency phone in the area, you may use that as well.

## STALKING

- It is important to know when you may be a victim of stalking. When dealing with a suspected stalking situation, be aware of the following:
  - Stalking is a crime.
  - Stalking is unpredictable and dangerous.
  - No two stalking situations are alike.
  - Trust your instincts and take threats seriously.

- Get assistance from professionals in developing a safety plan or obtaining a protective order.
- Consider cutting off communication with the stalker.
- If possible, put the stalker on notice to cease future contact.
- Police can assist with a no-contact notice at your request.
- Keep evidence and a log of every stalking incident.
- Documentation is key to understanding the scope of the situation, safety planning, and/or holding the offender accountable.
- Consider telling your family, friends, and neighbors that you are being stalked, so they are able to assist you if needed.
- If you feel you are a victim of stalking and it's an emergency, call 911 or call DPSS 734-763-1131.

## SUSPICIOUS ACTIVITY

It is important for people to be aware of their surroundings and trust their instincts. If something seems off, it probably is. This may include things such as:

- An unusual or suspicious noise, such as breaking glass, pounding, yelling, or screaming.
- Vehicles moving slowly without headlights.
- Someone tampering with bicycles and/or bicycle locks
- A person checking for unlocked doors on vehicles in a parking lot or on the street
- A stranger sitting in a vehicle for an extended period of time, watching a residence, business, or person.
- A person looking into a residence hall or apartment windows.

Remember, if you are in doubt, contact DPSS. If you see something, say something!



## 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](#). 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.

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. DPSS provides consultation and preventive services as well as an immediate law enforcement response.

The [Office of Student Conflict Resolution \(OSCR\)](#) manages the university'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](#) address 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.

## RESIDENCE HALL ACCESS CONTROL

University Housing residence halls are secured 24/7 by an electronic access control system, both at the exterior entrance and on each residential room and restroom door. Residents and staff working in each hall as well as others with required access, such as a class or program, are provided access via their MCards. Visitors may request access via a callbox at each main entrance or by contacting the resident they are visiting.

Staff requiring infrequent and non-recurring access may contact the Building Facilities Manager, Housing Security, or the Northwood Community Center to provide entry to building rooms and selected areas. Non-Housing staff requiring infrequent and non-recurring access may contact the Building Facilities Manager, Housing Security, or the Northwood Community Center. Non-Housing staff requiring frequent and/or recurring access to a building may request keys or an access-control card for those spaces. The vendor or contractor will be accompanied by a security officer or Housing staff member when accessing occupied student rooms or apartments.

# REPORTING CRIMES

U-M 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. We encourage survivors to report what they have experienced to law enforcement and to participate in the university's internal review process.

## Reporting to Police

University community members, including guests, are encouraged to report all crimes or public safety concerns to DPSS as soon as it's safe to do so. Bystanders or witnesses are encouraged to contact DPSS when a victim is unable to do so for themselves. DPSS is able to provide numerous resources to victims, investigate, and help create personal safety plans.

To report a crime or other emergency, call 9-1-1. The call will be answered by DPSS if on campus, or AAPD or other appropriate law enforcement agency off campus. Calls from campus Blue-Light Emergency telephones connect directly to DPSS.

Additionally, you can send a text message about any crime on campus to 377911 or report an incident by using the [U-M Public Safety app](#). Other reporting options are listed on the DPSS [website](#). When possible, be sure to indicate the type of crime, time and location of incident, and any information about potential suspects or weapons.

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

Spiritual Care and professional counselors performing confidential counseling services may not be required by law to report incidents but are encouraged to do so. Confidential reporting options include the Compliance Hotline, DPSS crime reporting portal, and the U-M Public Safety App.

## Reporting to the University

The university provides many avenues for reporting sexual assault, domestic/dating violence, or stalking. In all cases, the most direct reporting mechanism is to submit a [report online](#) to the Office for Institutional

Equity (OIE). OIE can also be reached by phone or email: (734) 763-0235 or [institutional.equity@umich.edu](mailto:institutional.equity@umich.edu).

Information on criminal activity may also be reported anonymously by calling the university's Anonymous Tip Line at (800) 863-1355. In an emergency, call 9-1-1.

Another way to report incidents to the university is by filing a complaint via telephone or [online](#) with the Compliance Office through their hotline (866) 990-0111.

## The University Review of Reports

When the university receives a report of sexual or gender-based misconduct, including sexual assault, intimate partner violence, or stalking, the university will review that report consistent with its applicable policies and procedures. The university's policies and procedures seek to provide a prompt, fair, and impartial resolution of the concern reported. The individuals responsible for handling sexual or gender-based misconduct 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.

The university investigation processes for reviewing sexual or gender-based misconduct use a preponderance of the evidence standard. In addition, these processes permit the complainant, respondent, or witness to have an advisor of their choice to provide support and guidance throughout the process. The advisor may assist with all written submissions made by a complainant or a respondent and attend any meeting throughout the process. During any meeting, the advisor may be present to observe and provide support and counsel to the participant. In a hearing, the advisor will conduct a cross-examination on behalf of the party. If a party does not have an advisor of their choice present at a hearing, the university will without fee or charge to the party provide an advisor of the university's choice, for the limited purpose of conducting cross-examination on behalf of that party. A party may request to consult with their advisor at any point.

The university's processes also provide that the complainant and respondent will receive written notification of the outcome of any disciplinary proceedings relating to the reported concern. The university also recognizes the importance of maintaining, to the greatest extent possible, the confidentiality of

both the complainant and respondent's identities while it reviews the reported concern.

To that end, the university will share information internally only as legally permissible, and as needed to ensure proper handling of the concerns that have been raised, comply with legal obligations, or provide any requested supportive measures.

This Policy addresses stalking on the basis of sex or gender. The Title IX Coordinator will determine if the reported conduct meets these criteria.

# 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.

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.

## 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 an assault in order to preserve any evidence. The forensic exam will be administered by a registered nurse who has advanced training in providing care and treatment to sexual assault victims.

Even if you are unsure if 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 at a later date. The nurse can also provide emergency contraception, treatment for sexually transmitted infections (STIs), and other needed medical care and support.

### Best Practices for Sexual Assault Kits

The Department of Justice, Office of Justice Programs developed The SAFER Working Group to address the SAFER (Sexual Assault Forensic Evidence Reporting) Act of 2013, which recommends, in part, the development of [best practices and protocols](#) for the collection and processing of DNA evidence in sexual assault cases.

The group's research indicates that forensic DNA evidence deteriorates with time. Therefore, it is imperative that sexual assault evidence be collected as soon as possible. This evidence should be collected regardless of the victim's post-assault activities (e.g., showering, urinating, douching, swimming, sexual activity, eating, or drinking). Sexual assault samples should be collected from any victim seeking care as soon as possible and up to five (5) days post-assault. Medical care and counseling may be sought at any time. Regardless of how much time that has passed, it is important that a survivor of any form of sexual assault get professional assistance and support. You can obtain a forensic exam and evidence kit at any of these facilities:

#### Michigan Medicine

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.

If assistance is desired, an advocate from SAPAC will be available at the medical facility to provide information and support for U-M students, staff, or faculty. They will also be available for anyone, whether or not a member of the U-M community, who requests one.

### 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.

## REPORTING-STUDENT LIFE

[U-M Student Life](#) maintains contact with recognized fraternity and sorority organizations through the efforts of the [Office of Fraternity and Sorority 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.

### Campus Climate Concerns

U-M 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, gender identity or expression, sexual orientation, disability, age or religion) please report it to the university by calling (734) 615-2427 or [online](#).

# EDUCATION AND RESPONSE FOR DOMESTIC AND DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING

U-M 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: A Virtual Guide for Real Relationships](#), an online educational requirement for all incoming undergraduate students that addresses alcohol and sexual assault issues, dating violence, domestic violence, and stalking.

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 U-M 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. Programming available includes: bystander intervention training, sexual assault response training, men's only programming, workshops for athletic teams, workshops for fraternity or sorority organizations, ally training, and many others.

The [U-M Wolverine Wellness program](#), Sexperteam, offers programs, training, and primary prevention workshops to U-M students on healthy sexuality and healthy relationships.

[OIE](#) provides ongoing training and education to U-M 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 U-M faculty and staff. 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 about U-M's comprehensive approach, see chart on the next page.

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

# UNIVERSITY RESPONSE, POLICIES, SANCTIONS, DISCIPLINE, AND STATE LAWS

## MISSING STUDENT NOTIFICATION

During student move-in, on-campus residents are required to fill out their emergency information cards. These cards also give residents 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, to aid in a missing persons investigation.

If anyone 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.

## 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 prohibits a minor from purchasing, consuming, or possessing, or attempting to purchase, consume, or possess alcoholic liquor and from having any bodily alcohol content. Medical Amnesty exempts minors under the age of 21 from prosecution under the following circumstances:

- A minor who, after consuming alcohol, voluntarily presented himself or herself to a healthcare 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.

## Children on Campus

The university has specific policies addressing children as employees, patients, research subjects, research laboratory visitors, and volunteers. The [Children at Michigan Policy](#) supports and complements existing policies and guidelines for children on university property or participating in a university-sponsored program or event. It also describes the resources that are available to all departments and units to help protect children engaged in programs/events at U-M. Most of these resources can be accessed on the [Children on Campus website](#).

## U-M INTERIM POLICY ON SEXUAL AND GENDER-BASED MISCONDUCT

In 2020, the university adopted an umbrella [Interim Policy on Sexual and Gender-Based Misconduct](#), related SPG and related procedures, which replaced the U-M Policy and Procedures on Student Sexual and Gender-based Misconduct and Other Forms of Interpersonal Violence and SPG 201.89-0, Sexual Harassment. The Interim Policy, SPG 601.89, and the related Procedures took effect August 14, 2020.

They are 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 impacted by sexual and gender-based misconduct matters, including those who wish to report incidents, those who may have experienced sexual and

gender-based misconduct but do not wish to report the incident(s), 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 19-25.

## **Sexual Assault, Sexual Exploitation, Sexual Harassment, Gender-Based Harassment, Sex and/or Gender-Based Stalking, Intimate Partner Violence, Sex and Gender-Based Discrimination, Retaliation, Violation of Supportive Measures, and Title IX Misconduct**

The university prohibits Sexual Misconduct (sexual assault, sexual exploitation, sexual harassment, gender-based harassment, sex and/or gender-based stalking, intimate partner violence, sex and gender-based discrimination, retaliation, and violation of supportive measures) and Title IX Misconduct (i.e., quid pro quo sexual harassment; severe, pervasive and objectively offensive sexual harassment; sexual assault; and sex-based intimate partner violence and stalking; as defined by and within the scope of Title IX); collectively Prohibited Conduct.

Prohibited conduct undermines the character and purpose of the university and the university will take appropriate prompt and effective action to eliminate prohibited conduct, prevent its recurrence, and remedy its effects. Prohibited conduct may also constitute crimes that violate federal and state law. The university adopts its [Interim Policy on Sexual and Gender-Based Misconduct](#) and related procedures with a commitment to:

- Eliminating, preventing, and addressing the effects of prohibited conduct;
- Fostering an environment where all individuals are well-informed and supported in reporting prohibited conduct;
- Providing a fair and impartial process for all parties; and
- Identifying the procedures by which violations of this policy will be evaluated.
- University employees, students, or third parties who violate this policy may face, as appropriate, disciplinary action up to and including termination, expulsion, or other actions. The policy, and its related procedures, set forth how the university will proceed once it is made aware of possible prohibited conduct.

- The policy is in keeping with our institutional values and is intended to meet our legal obligations under Title VII of the Civil Rights Act of 1964 ("Title VII"); Title IX of the Education Amendments of 1972 ("Title IX") and regulations promulgated thereunder in 2020; 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"), with respect to its application to Prohibited Conduct; and other applicable law and regulations.

## **Policy Scope and Applicability**

The policy applies to students, employees, and to the extent noted below, third parties, including patients. The policy covers two general types of prohibited conduct: sexual and gender-based misconduct and Title IX misconduct. The policy covers acts of sexual and gender-based misconduct (as defined in the policy) committed by or against students, employees, and third parties when the prohibited conduct occurs:

- On campus or other property owned or controlled by the university;
- In the context of a university program or activity including, but not limited to, university-sponsored study abroad, research, field work, practica, internship programs, online programs, employment, or patient care services rendered at the University of Michigan Academic Medical Center as defined in Regents' Bylaw 11.36; or
- Outside of a university program or activity, but potentially poses a serious threat of harm, has a continuing adverse effect on, or creates a hostile environment for students, employees, or third parties while on campus or other property owned or controlled by the university or in any university program or activity. In determining whether the university has jurisdiction over off-campus or online conduct that did not occur in a university program or activity, the university will consider the severity of the alleged conduct, the risk of on-going harm, whether both parties are members of the university community, impact on university programs or activities, and whether off-campus conduct is part of a series of actions that occurred both on and off campus.

The policy also covers Title IX Misconduct (as defined in the policy) committed by or against students and/or employees in a university program or activity, in the United States.



## Supportive Measures

Supportive measures are individualized services, accommodations, and other assistance that the university offers and may put in place, without fee or charge. Supportive measures are designed to restore or preserve equal access to the university's programs and activities, protect the safety of all parties and the university's educational environment, and/or deter prohibited conduct, without being punitive or disciplinary in nature or unreasonably burdening the other party.

Supportive measures are available regardless of whether the matter is reported to the university for the purpose of initiating a proceeding under this policy and before, after, and regardless of whether a formal complaint is filed.

A complainant who requests supportive measures has the right to file a formal complaint, either at the time the supportive measure is requested or at a later date. Any complainant who requests supportive measures will be informed in writing of their right to simultaneously or subsequently file a formal complaint under this policy.

When OIE receives a report of possible prohibited conduct, they will contact the complainant to (1) discuss the availability of supportive measures; and

(2) explain that supportive measures are available with or without filing a formal complaint.

When the report involves a university employee, the Title IX Coordinator will also explain the university's obligation to investigate or otherwise respond to the report. An individual may choose to request supportive measures from a confidential resource, regardless of whether any complaint is filed with OIE or law enforcement.

If supportive measures are provided through a confidential resource, this action will not prompt any other institutional response. Supportive measures may also be requested by and made available to respondents, witnesses, and other affected members of the university community.

To determine the appropriate supportive measure(s) to be implemented, the university conducts an individualized assessment based on the facts and circumstances of a situation. Supportive measures will not be disciplinary or punitive in nature and will not unreasonably burden, or unreasonably interfere with the university program or activity pursuits of the other party.

Whether a possible supportive measure would unreasonably burden the other party is a fact-specific determination that takes into account the nature of the programs, activities, opportunities, and benefits in which an individual is participating.

Examples of supportive measures include:

- Academic support services and accommodations, including the ability to reschedule classes, exams, and assignments; transfer course sections; modify an academic schedule (typically to separate the complainant and the respondent) or withdraw from courses;
- Work schedule or job assignment modifications (for university employment);
- Changes in work or housing location;
- An escort to ensure safe movement on campus;
- On-campus counseling services and/or assistance in connecting to community-based counseling services;
- Assistance in connecting to community-based medical services;
- Mutual restrictions on contact or communication between the parties, although one-way restrictions may be appropriate to help enforce a preliminary injunction, restraining order, or other order of protection issued by a court, or in other special circumstances;
- Temporarily limiting an individual's access to certain university facilities or activities;
- Information about and/or assistance with obtaining personal protection orders;
- Leaves of absence;
- Increased monitoring and security of certain areas of the campus;
- Reassignment of patient to another physician; or
- Any combination of these measures.

The university will maintain supportive measures provided to the complainant or respondent as confidential to the extent that maintaining such confidentiality would not impair the university's ability to provide the supportive measures.

## Prohibited Conduct

Conduct under the [Interim Policy on Sexual and Gender-Based Misconduct](#) is prohibited regardless of the sex, sexual orientation, and/or gender identity or expression of the complainant or respondent. Prohibited conduct under the policy includes sexual and gender-based misconduct (i.e., sexual assault; sexual exploitation; sexual harassment; gender-based harassment; sex and/or gender-based stalking; intimate partner violence; sex

and gender-based discrimination; retaliation and violation of supportive measures) and Title IX Misconduct (i.e., quid pro quo sexual harassment; severe, pervasive and objectively offensive sexual harassment; sexual assault; and sex-based intimate partner violence and stalking; as defined by and within the scope of Title IX.

Sexual assault is sexual contact that occurs without consent. Sexual contact includes: intentional sexual touching of another person's breasts, buttocks, or genitals, whether clothed or unclothed (including intentional touching with ejaculate); intentional sexual touching with one's breast, buttocks, or genitals (including intentional touching with ejaculate); making a person touch another person or themselves with or on any of these body parts; and/or vaginal, oral, or anal penetration by a penis, tongue, finger, or other object.

Consent is a clear and unambiguous agreement, expressed outwardly through mutually understandable words or actions, to engage in sexual activity. A person who initiates sexual activity is responsible for obtaining consent for that conduct. Consent cannot be obtained by force or in circumstances involving incapacitation.

## University Resolution

The specific procedures for assessing, reviewing, and resolving prohibited conduct depend upon the nature of the respondent's relationship to the university, and when a respondent is an employee or a third party, on the type of prohibited conduct at issue. Resolution processes will be conducted in a prompt, fair, thorough, and impartial manner, from the outset of an investigation or other resolution process, through the final result. A complaint or respondent may each have an advisor of their choice present in any meeting or hearing throughout any and all phases of the process.

Under the student procedures (where the respondent is a student) the university uses two processes to formally resolve reports of prohibited conduct under this policy:

- Investigative resolution, which involves an investigation, hearing, and, if applicable, an appeal and sanctions, and, if requested by the parties and approved by the Title IX Coordinator.
- Adaptable resolution, a voluntary, remedies-based, structured process between or among affected parties that balances support and accountability without formal disciplinary action.
- Other remedies, such as training and other educational measures, may also be implemented.

University Policy/URL	Scope	Available Sanctions
<b>U-M Policy and Procedures on Student Sexual and Gender-based Misconduct and other Forms of Interpersonal Violence</b> <a href="http://studentsexualmisconductpolicy.umich.edu">studentsexualmisconductpolicy.umich.edu</a>	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
<b>Sexual Harassment SPG 201.89-0</b> <a href="http://spg.umich.edu/policy/201.89-0">spg.umich.edu/policy/201.89-0</a>	Complaints of sexual harassment (including sexual violence) against University employees	<a href="http://spg.umich.edu/policy/201.89-0">spg.umich.edu/policy/201.89-0</a> ("Corrective Action" section)
<b>Statement of Student Rights and Responsibilities</b> <a href="http://oscr.umich.edu/statement">oscr.umich.edu/statement</a>	Complaints alleging violation(s) of community values and expectations	<a href="http://oscr.umich.edu/statement">oscr.umich.edu/statement</a>
<b>Violence in the University Community SPG 601.18</b> <a href="http://spg.umich.edu/policy/601.18">spg.umich.edu/policy/601.18</a>	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)
<b>Managing Disruptive Behavior Michigan Medicine Policy 04-06-047</b> 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
<b>Responsible Use of Information Resources SPG 601.07</b> <a href="http://spg.umich.edu/policy/601.07">spg.umich.edu/policy/601.07</a>	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)

The university will strive to complete an investigative resolution under the student procedures, which begins with the determination that an investigation will be opened and continues through the completion of the investigation, hearing, and outcome within 135 calendar days, or within 180 days if any appeals are filed. The university will strive to complete the adaptable resolution process within 90 calendar days.

Under the employee procedures, the university uses two investigation processes, as well as other resolution options such as mediation as appropriate, referral, or pre-investigation review, to resolve reports of prohibited conduct under the policy.

The sexual and gender-based misconduct process, used when a formal complaint is filed that alleges sexual or gender-based misconduct, involves an investigation and, as applicable, sanctions that may be reviewed through an employee grievance process.

The university will strive to complete such matters within 150 days of the date it is determined that an investigation will be opened. The Title IX misconduct process, used when a formal complaint is filed that alleges Title IX misconduct (including when the formal complaint includes allegations of both Title IX misconduct and sexual or gender-based misconduct), involves an investigation, hearing, and, as applicable, sanctions that are subject to review through an employee grievance process, and appeals of the finding.

The university will strive to complete such matters within 180 days of the date it is determined that an investigation will be opened.

The above time frames 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, INTERVENTIONS, AND DISCIPLINE

If the respondent is found to have violated the policy, the respondent will be sanctioned and appropriate remedies will be provided to the complainant. Under the student procedures, the OSCR associate director, or designee, is responsible for making the sanctioning determination. The Office for Student Conflict Resolution (OSCR)

will provide the written notice of the sanction to the complainant and respondent simultaneously. The list of potential sanctions or interventions includes one or more of the following:

### Student Sanctions

**Disciplinary Probation:** A designated period of time during which the student is not in good standing with the university. The terms of disciplinary probation may involve restrictions of student privileges and/or set specific behavioral expectations;

**Restitution:** Reasonable compensation limited to the actual and verifiable replacement or repair value of property lost or damaged;

**Restriction from Employment at the University:** Termination of or prohibition on university employment;

**Class, Workshop, Training, Program Attendance:** Enrollment in and verified completion of a class, workshop, training, online learning, program, and/or follow up meetings with staff members any of which could help the student and/or the university community. Examples include, but are not limited to, the following: STARRSA Educational Intervention for Sexual Misconduct, Alcohol Education (Wellness Coaching for Alcohol and Other Drugs), Alcohol Assessment (ASAP), Individual Marijuana Education Program (IMEP), Conflict Coaching, Wellness Coaching, Anger Management Workbook, Counseling (recommended & voluntary only), scheduled Check In Meetings with staff member, and Healthy Relationship/Consent/Wellness Education coaching;

**Educational Project:** Completion of a project specifically designed to help the student understand why certain behavior was inappropriate and to prevent its recurrence;

**University Housing Removal:** Removal from University Housing. Removals may be temporary or permanent depending on the circumstances;

**Permanent or Fixed-Duration Removal from Specific Courses or Activities:** Suspension or transfer from courses or activities at the university for a specified period of time;

**Permanent No Contact:** Restriction from entering specific university areas and/or from all forms of contact with certain person(s);

**Suspension:** Separation from the university for a

specified period of time or until certain conditions are met;

**Expulsion:** Termination of student status for an indefinite period;

**Transcript Notation, Hold, and/or Notification to Other Institutions:** A notation of non-academic disciplinary action may be made on a transcript and/or the university may notify other institutions of non-academic disciplinary action. In addition, the university may place a hold on transcripts, meaning that the university may prevent a student from registering for classes, receiving a copy of their transcript/diploma, or both; or

**Withholding, Delaying, or Revoking the Conferral of the Degree:** The university may delay the conferral of the degree pending the outcome of an investigation or withhold the conferral of the degree due to a finding of prohibited conduct. In extraordinary circumstances, the university may revoke the conferral of the degree. If a student-employee is found to have engaged in prohibited conduct, the student-employee may be subject to sanctions both in connection with their employment and in connection with their student status.

## Appeals of Findings or Sanctions

Under the Student Procedures, either party may file a written appeal from a hearing outcome or may appeal the sanctions determined by the OSCR associate director. 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 OSCR within fourteen (14) calendar days of the date of the notice of outcome and/or sanctions.

## Discipline of Faculty or Staff

The university requires that employees maintain a standard of performance and conduct that contributes to the continuing excellence and orderly and efficient operation of the university. The university, in its sole discretion, will determine whether an employee's performance, conduct, or behavior meets this standard.

If a respondent is found to have violated [the policy](#), the university will implement corrective action. In keeping with the university's commitment to foster an environment

that is safe, inclusive, and free from discrimination and harassment, the university has wide latitude in the imposition of corrective action and remedies tailored to the facts and circumstances of the prohibited conduct, the impact of the conduct on the complainant and university community, and accountability for the respondent. Corrective action or other interventions may also serve to remedy the discriminatory effects of the prohibited conduct on the complainant and others, including any systematic actions the university determines to be appropriate for the broader university community. Remedies will be designed to restore or preserve equal access to the university's program or activity. Other interventions may include, for example, targeted or broad-based educational programming or training.

The scope of possible corrective actions will be dependent upon employee disciplinary procedures applicable to the respondent, but may include one or more of the following:

- Required education and/or training
- Informal and/or formal counseling
- Progressive disciplinary action
- Permanent one-sided no-contact directive
- Transfer of position
- Ineligibility for merit increase, sabbatical leave, and/or other discretionary benefits
- Removal of administrative appointment
- Restriction on access to students, support services, and/or facilities
- Demotion
- Suspension
- Termination of employment
- Referral of matters in which faculty members were found responsible for a policy violation or violations through these procedures for separate consideration for sanctioning purposes under Regents' Bylaw 5.09 and/or
- Restriction from future employment at the university.

Corrective action will be determined by the respondent's supervisor or other appropriate university administrator(s). Corrective action generally will be issued within 30 calendar days of the issuance of the final investigation report, except for matters involving Title IX Misconduct, in which case the corrective action will be made and shared with the hearing officer, who will include them in the written determination.



The university will provide simultaneous notice in writing to the complainant and the respondent regarding the corrective action(s), the rationale therefore, and whether remedies designed to restore or preserve equal access to the university's program or activity will be provided by the university to the complainant.

Any corrective action or combination of corrective actions will be documented in the respondent's personnel file. Nothing in the procedures prevents the supervisor or other appropriate university administrator from imposing disciplinary action against a respondent where the final investigative report demonstrates that the respondent engaged in inappropriate conduct, regardless of whether the respondent has been found to have engaged in prohibited conduct under the policy.

## ALCOHOL AND OTHER DRUGS (AOD) POLICY FOR STUDENTS, FACULTY, AND STAFF

Below are excerpts from the [revised policy](#) (September 2020).

### Introduction

U-M-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 policy 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

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.

Any person taking prescription drugs or over-the-counter medication is personally responsible for ensuring that while taking such drugs or medications, he or she is 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

Combustible tobacco use is prohibited on all campus owned property, facilities, and in university-owned



vehicles. Additionally, electronic cigarettes, e-cigarettes, Juul electronic nicotine delivery systems or any other lit smoking device (a) are expressly prohibited (i) on the premises of the U-M Health System, University of Michigan Dental School and the University Health Service and (ii) 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

U-M 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 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 will notify parents/family 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 U-M 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.

Marijuana possession and use remains illegal under federal law and is categorized as an illicit substance under the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendment of 1989. In addition, pursuant to U-M's Alcohol and Drug Policy (SPG 601.29), U-M employees, students, and 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 or at any site where university work is performed.

U-M receives federal funding for various uses, including research and student financial aid. As such, U-M must comply with federal law, including all current federal drug laws. Therefore, even though the State of Michigan has legalized limited amounts of marijuana for recreational use for some individuals, the possession, use, storage, and cultivation of marijuana remains prohibited for all faculty, staff, and students under U-M policy.

# 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 U-M's policies prohibit the consumption or possession for personal consumption of alcoholic beverages by persons under the age of 21 years. Further, Michigan laws and university policies prohibit the sale, service, or giving of alcoholic beverages to persons under the age of 21. U-M'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 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).
- **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 Fraternity and Sorority (MFSC), National Pan-Hellenic Council (NPHC), or Panhellenic Association (Panhel) by-laws by an affiliated fraternity or sorority will be heard through the Fraternity and Sorority Activity Review Panel (FSARP).

- **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: <https://www.dea.gov/drug-information>.

This section is not intended as legal advice; consult with an attorney regarding your specific legal issues. For more information, please contact Student Legal Services at 734-763-9920 or visit <http://studentlegalservices.umich.edu/> for more information.

# STATEMENT OF STUDENT RIGHTS AND RESPONSIBILITIES

The current [Statement of Student Rights and Responsibilities](https://oscr.umich.edu/statement) became effective July 1, 2019. It outlines 20 violations of university values. The complete Statement can be found at

<https://oscr.umich.edu/statement>

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.

# UNIVERSITY ORDINANCE

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.

## WEAPONS

### Article X

- Article X applies to all property owned, leased, or otherwise controlled by the Regents of the University of Michigan, for which the Regents of the University of Michigan have the constitutional or statutory authority to enact ordinances, and applies regardless of whether the individual has a concealed weapons permit or is otherwise... authorized by law to possess, discharge, or use any device referenced below.
- No person shall, while on any property owned, leased, or otherwise controlled by the Regents of the University of Michigan, possess any firearm, dagger, dirk, stiletto, knife with a blade over 3 inches in length, pocket knife opened by a mechanical device, iron bar, or brass knuckles.
- No person shall discharge or otherwise use any device listed in or on any property owned, leased, or otherwise controlled by the Regents of the University of Michigan.
- No person shall use university property, including university owned, leased, bailed, loaned, or otherwise possessed 3D printers, to manufacture, in whole or in part, any firearm or ammunition without the express written permission of the Executive Director of the DPSS.
- A person who violates this article is guilty of a misdemeanor, and upon conviction, punishable by and upon conviction, punishable by imprisonment not to exceed ninety days, and/or a fine of not more than five hundred dollars or both.

## FIRE AND LIFE SAFETY

No person shall disable, discharge, or activate any portable or fixed fire extinguishing system or device or any life safety warning system, except as necessary

during emergencies, authorized maintenance, drills, or prescribed testing.

No person shall silence or disable a life safety warning system except at the official direction of an employee of DPSS or applicable campus safety department, fire department in charge of the scene, the applicable University Fire Marshal or their designee, or university maintenance personnel authorized to service fire alarm systems.

No person shall remove, tamper with, or otherwise disturb any fire hydrant, fire detection device or system, and/or any life safety alarm system, fire suppression system, or other fire appliance except for the purpose of extinguishing a fire, training purposes, recharging, making necessary repairs, or when otherwise approved.

Violation of this article is guilty of a misdemeanor, and upon conviction, shall be punishable by imprisonment of not to exceed ninety days and/or a fine of not more than five hundred dollars.

The Ordinance is enforced by DPSS. 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: <https://regents.umich.edu/governance/regents-ordinance/>

## STATE LAWS

The State of Michigan laws can be found in the Michigan Compiled Laws (MCL) and viewed at

[www.legislature.mi.gov](http://www.legislature.mi.gov)

### Sexual Assault – Criminal Sexual Conduct MCL - § 750.520

In Michigan, the law regarding sexual assault is called the Criminal Sexual Conduct Act. It is gender neutral and includes marital, stranger, date, acquaintance, and child sexual assault. Criminal Sexual Conduct is forcing or coercing an individual to engage in any non-consensual sexual contact or sexual penetration.

“**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.

**“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.

There are four degrees of criminal sexual conduct. First and third degrees involve forced or coerced penetration.

[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.

### **Domestic Violence (includes Dating Violence) MCL § 750.81**

**Domestic Violence** is an assault or assault and battery of a 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. It is a misdemeanor punishable by jail for not more than 93 days and/or a \$500 fine.

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

**Stalking – MCL § 750.411h** is a misdemeanor punishable by up to one year in the county jail and a \$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, cause a reasonable person to suffer emotional distress, and to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

**Aggravated Stalking** is 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.



# SEX OFFENDER REGISTRY

UMPD, in accordance with state laws, 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 their status within ten days in person to the UMPD, if any of the following occur:

- The individual is or becomes an employee, contractual provider, employee of a contractual provider, or volunteer with U-M and their position will require that they 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, they shall report their status in person at the local law enforcement agency having jurisdiction where their new residence is located
- If the individual resides on campus (student residence halls and family housing units), then they must report their 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](#).

# FIRE SAFETY REPORT

The [Department of Environment, Health & Safety \(EHS\)](#) is the delegated authority having jurisdiction for fire safety on university-owned properties, and as such is responsible for application and implementation of fire and life safety codes applicable to university facilities and operations.

All fires should be reported to DPSS by calling 9-1-1 or activating a fire alarm pull 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

Every residence hall is protected by a code-compliant fire alarm system which includes hard-wired intelligent smoke detectors with sounder-bases in each residential sleeping space. Additional horns, speakers, strobes and sounder-bases help notify occupants in other common areas. Each fire alarm system has 24-hour battery backup power. All fire alarm systems report, upon activation, to DPSS Dispatch Services.

Every 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 which are checked monthly.

## Fire Evacuation

Fire can spread rapidly, leaving as little as a few minutes to escape safely after the alarm sounds. Know the escape route for the building you are in and your department's or family's meeting place. When a fire alarm sounds in a U-M facility, you must:

- Immediately exit the building
- Close the doors behind you while exiting (if safe to do so)
- Walk to the nearest exit (do not use elevators)
- Gather at the designated assembly area
- Notify DPSS or the Fire Department if you suspect someone is injured or trapped inside the building
- Only re-enter the building after DPSS, police, or the Fire Department gives the "all clear"

Each and every occupant of a building must evacuate the building when a fire alarm is activated.

## Fire Setting and False Alarms

Under Article XIII of the Regents' Ordinance "No persons shall make use of open flames, flame effects, incense, or any pyrotechnic device before a proximate audience without prior approval in writing by the applicable University Fire Marshal or their designee". In addition, it is a violation of state law to knowingly or willfully activate or relay 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 on the Housing [website](#).

## Fire Extinguishing Systems

For your safety and the safety of others at U-M, it is a good practice to know when to fight a fire, which fire extinguisher to use, and how to put out a fire. The first decision you must make when a fire occurs is to only fight a fire if:

- The fire is small and contained
- You are safe from toxic smoke
- You have a means of escape

Your instincts tell you it is okay any time one of these criteria changes, sound the alarm and evacuate the area immediately

“Special Hazards” fire extinguishing systems are used in U-M buildings that include:

- Certain fire hazards that standard automatic sprinklers systems cannot effectively control or extinguish
- Equipment or operations that upon the application of water may cause excessive collateral damage or an interruption of critical operations

For some of these locations, a special hazards fire extinguishing system may be employed using one of the following fire suppression agents:

- A non-water, “clean agent” or an inert gas agent
- Carbon dioxide (CO<sub>2</sub>)
- Dry chemical
- Foam

U-M departments that have a special hazard fire extinguishing system installed must ensure:

- The special hazard fire extinguishing system is in proper operating condition
- That affected building occupants have been provided pertinent health and safety information

For more information about the health and safety of the fire suppression agent used in special hazard fire extinguishing systems, call EHS Fire Safety at (734) 647-1142.

## ALARM TESTS/DRILLS

Building	Sprinkler System	2019 Fire Drills
Betsey Barbour, 420 South State St	Full	2
Cambridge House, 541 Thompson St	Full	2
East Quad, 701 East University Ave	Full	3
Fletcher Hall, 915 Sybil St	Full	3
Helen Newberry, 432 South State St	Full	2
Henderson House, 1330 Hill St	Full	2
John P. Cook Law Quad, 551 S. State St	Full	2
Martha Cook, 906 South University Ave	Full	2
Munger Graduate Residences, 540 Thompson St	Full	2
North Quad, 105 South State St	Full	2
South Quad, 600 E. Madison St	Full	2
West Quad, 541 Thompson St	Full	2
Alice Lloyd, 100 Observatory St	Full	3
Couzens Hall, 1300 E. Ann S	Full	3
Markley Hall, 1503 Washington Heights	Full	2
Mosher Jordan, 200 Observatory St	Full	2
Oxford Housing, 603-627 Oxford Rd	Full	2
Stockwell Hall, 324 Observatory St	Full	2
Baits Houses, 1420-1441 Hubbard	Partial	2
Bursley Hall, 1931 Duffield St	Full	2
<b>Northwood Apartments:</b>		
2414 Bishop	None	0
2327 Stone Rd	None	0

This chart details fire sprinkler systems currently installed in UM-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 UM-owned and operated apartment is equipped with code-compliant hard-wired smoke detectors with battery backup as well as one "ABC" type fire extinguisher.

## FIRE STATISTICS: 2017, 2018, AND 2019

Date/Time	Location	Nature/Cause	Injuries	Deaths	Damage Costs
11/11/19 2:22 p.m.	Oxford Housing, West Seeley	Unintentional fire- unknown	0	0	\$0
11/8/19 12:09 a.m.	East Quad 701 East University Ave	Unintentional fire- cooking	0	0	\$0
11/8/19 12:06 a.m.	West Quad, Community Kitchen	Unintentional fire- cooking	0	0	\$0
11/1/19 11:08 p.m.	North Quad	Unintentional fire- cooking	0	0	\$100
9/28/19 6 p.m.	South Quad 600 E. Madison St	Intentional- paper products set on fire	0	0	\$0
9/9/19 4:27 p.m.	Munger Graduate Residences 540 Thompson St.	Unintentional- cigarette in trash	0	0	\$0
8/10/19 12:18 a.m.	1678 Murfin	Unintentional- cooking	0	0	unknown
6/16/19 3:02p.m.	Munger Graduate Residences 540 Thompson St.	Unintentional- cooking	0	0	\$0
6/11/19 2:02 p.m.	1927 McIntyre	Unintentional- cooking	0	0	\$250
5/2/19 unknown time	Markley Hall 1503 Washington Heights	Intentional- substance set on fire	0	0	\$0
12/4/18 8:39 p.m.	Oxford Housing 603-627 Oxford Rd	Unintentional fire	0	0	\$0
12/4/18 2:47 p.m.	Markley Hall 1503 Washington Heights	Unknown	0	0	\$1
9/18/18 11:25 a.m.	West Quad 541 Thompson St	Unintentional fire	0	0	\$1
2/19/18 11:21 p.m.	East Quad 701 East University Ave	Intentional	0	0	\$50
2/16/2018 2:30 p.m.	2327 Stone Road	Unintentional fire - cooking	0	0	\$0
1/30/2018 11:18 p.m.	2414 Bishop	Unintentional fire- equipment malfunction	0	0	unknown
10/6/17 12:54 a.m.	Munger Graduate Residences 540 Thompson St.	Unintentional fire - cooking	0	0	\$5,274
10/10/17 9:17 a.m.	Mosher Jordan 200 Observatory St	Unintentional fire - cooking	0	0	\$0
4/26/17 10:25 a.m.	South Quad 600 E. Madison St	Unintentional fire - equipment malfunction	0	0	\$513
4/24/17 4:24 p.m.	Oxford Housing 603-627 Oxford Rd	Unintentional fire	0	0	\$59,366

## HANDLING HAZARDOUS MATERIAL EMERGENCIES

The most important thing you can do to help in a hazardous material emergency is to 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 should also 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, evacuate if necessary, and provide as much of the following information as you can:

- Exact location of the incident and its surroundings (e.g., storm drains)
- Name of the material spilled and the amount.
- Any known injuries
- Any noticeable release into the environment
- 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.

By being prepared and knowing what actions to take in an emergency, you can make your work area a safer place.





# **CAMPUS AND COMMUNITY RESOURCES**





# CAMPUS RESOURCES

## Counseling and Psychological Services (CAPS)

Michigan Union  
530 South State Street  
Suite 4079  
Ann Arbor, MI 48109-1308  
(734) 764-8312  
[caps.umich.edu](http://caps.umich.edu)

Counseling and Psychological Services (CAPS) provides free confidential psychological services for currently enrolled U-M undergraduate and graduate students. These services include support for students experiencing a crisis or urgent situation. Consultation with CAPS is available if help is needed in determining what service fits your needs.

## Faculty and Staff Counseling and Consultation Office (FASCCO)

2076 Administrative Services Building  
1009 Greene St.

Ann Arbor, MI 48109  
(734) 936-8660  
[fascco.umich.edu](http://fascco.umich.edu)

The Faculty and Staff Counseling and Consultation Office (FASCCO) provides support and assistance to university staff and faculty in resolving personal or work-related concerns. Through a range of sensitive and innovative services, FASCCO seeks to enhance the emotional health, well-being, and job performance of members of the university community. By providing confidential and professional counseling, coaching, training, and consultation services to staff, faculty, retirees, benefit-eligible adult dependents, and departments, FASCCO helps individuals develop and foster strengths and resiliency to enhance their personal and professional lives.

## Information and Technology Services

Arbor Lakes Building 3  
4251 Plymouth Rd.  
Ann Arbor, MI 48105-3640  
(734) 764-HELP  
[its.umich.edu](http://its.umich.edu)

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

## International Center

1500 Student Activities Building  
515 East Jefferson Street  
Ann Arbor, MI 48109  
(734) 764-9310  
[internationalcenter.umich.edu](http://internationalcenter.umich.edu)

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

## Michigan Medicine Office of Counseling and Workplace Resilience

Med Sci I Bldg, C-wing  
1301 Catherine St., 5124 (5th Floor)  
Ann Arbor, MI 48109  
(734) 763-5409  
[mhealthy.umich.edu/eap](http://mhealthy.umich.edu/eap)

The Michigan Medicine Office of Counseling and Workplace Resilience (OCWR) is 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. Support is 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.

## Ombuds Office

6015 Fleming Administration Building  
Ann Arbor, MI 48109-1340  
(734) 763-3545  
[ombuds.umich.edu](http://ombuds.umich.edu)

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.

## Sexual Assault Prevention and Awareness Center (SAPAC)

4130 Michigan Union  
530 S. State Street  
Ann Arbor, MI 48109-1308  
(734) 764-7771  
(734) 936-3333 (24-hour crisis line)  
[sapac.umich.edu](http://sapac.umich.edu)

SAPAC is the designated office at the U-M to provide services around issues of sexual assault, interpersonal violence, stalking, and sexual harassment.

## Spectrum Center

530 S State St  
Room 3020  
Ann Arbor, MI 48109  
(734) 763-4186  
[spectrumcenter.umich.edu](http://spectrumcenter.umich.edu)

The Spectrum Center at U-M is a collaborative space in which all members of the university and local community are welcome. Through collaboration and partnership efforts, the Center supports students to thrive in a diverse society and globally. The center works toward enhancing the campus climate and support services for LGBTQ+ students, staff, and faculty at the university through education, advocacy, and community building.

## Student Legal Services

715 North University Ave.  
Suite 202  
Ann Arbor, MI 48109  
(734) 763-9920  
[studentlegalservices.umich.edu](http://studentlegalservices.umich.edu)

Student Legal Services (SLS) is a full-service law office. Services are only available to currently enrolled students at the U-M's Ann Arbor campus. Staff have a wide range of experience and knowledge of the law and are familiar with local courts.

Discussions with SLS attorneys and their staff are protected by attorney/client privilege. We will not discuss your case with your parents, friends, spouses, or U-M without your written consent.

## University Health Service (UHS)

207 Fletcher St.  
Ann Arbor, MI 48109-1050  
(734) 764-8320 - Information,  
[uhs.umich.edu](http://uhs.umich.edu)

UHS is a health care clinic and wellness resource located on the 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.

## SafeHouse Center

4100 Clark Rd.  
Ann Arbor, MI 48105  
(734) 973-0242 - Business Office  
(734) 995-5444 24-hour help line  
[safehousecenter.org](http://safehousecenter.org)

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 nonresidential 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

Resource Center  
114 N. River St.  
Ypsilanti, MI 48198  
(734) 485-8730  
[www.soscs.org](http://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.

## Police Department Oversight Committee

3003 S. State St.  
Suite #2005  
Ann Arbor, MI 48109-1281  
(734) 647-7292  
[www.hr.umich.edu/umpd](http://www.hr.umich.edu/umpd)

The U-M Police Department Oversight Committee is comprised of six members who are nominated and elected by their peers for two-year terms. The committee considers grievances by persons against police officers or the police department. The committee may prepare and make recommendations concerning such grievances to the executive director of DPSS including recommendations for disciplinary measures against a police officer who was found responsible for misconduct in office.

## Office of Multi-Ethnic Student Affairs

530 S State St., Room 3000  
Ann Arbor, MI 48109  
(734) 763-9044  
[mesa.umich.edu](http://mesa.umich.edu)

MESA is prepared for social listening and new ways to bring students into the community. They are available for consultation for various student social, cultural, and educational programming, to foster diversity and inclusion, particularly through the lens of race and ethnicity.



## **William Monroe Trotter Multicultural Center**

428 S. State St.  
Ann Arbor, MI 48109  
(734) 763-3670  
[trotter.umich.edu](http://trotter.umich.edu)

The Trotter Multicultural Center serves as a campus facilitator, convener, and coordinator of intercultural engagement and inclusive leadership education initiatives for U-M students. The center serves as an open and inclusive facility that fosters intercultural engagement and strengthens connections between and among communities.

## **Office for Institutional Equity**

2072 Administrative Services  
1009 Greene St.  
Ann Arbor, MI 48109-1432  
(734) 763-0235  
[hr.umich.edu/oie](http://hr.umich.edu/oie)

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. They oversee, facilitate, and support the university's efforts to ensure equal opportunity for all persons. OIE provides a mechanism for responding to complaints of harassment and discrimination as well as 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  
[oscr.umich.edu](http://oscr.umich.edu)

OSCR provides a variety of programs and services designed to support a safe, just, and peaceful community. They help U-M students learn how to manage and

resolve conflict peacefully. OSCR offers a full spectrum of conflict resolution pathways. OSCR staff members are available to consult with faculty, staff, and students regarding conflict resolution programs and services.

## **Risk Management Services**

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

Risk Management Services (RMS) assists the university's operating units, faculty, and staff with managing risk created by programs and activities. RMS provides resources, counseling, training, and insurance designed to protect against or mitigate losses to the people, facilities, and other assets of the campus community.

## **Work Connections**

G300 Wolverine Tower  
3003 S. State St.  
Ann Arbor, MI 48109-1289  
(734) 615-0643  
(877) 869-5266 Toll Free  
[workconnections.umich.edu](http://workconnections.umich.edu)

Work Connections is an integrated disability management program to help employees and supervisors when an employee is impacted by an injury or illness that prevents working. All work-related injuries and illnesses should be reported to Work Connections within 24 hours.

# VISA & IMMIGRATION ASSISTANCE

International Center  
1500 Student Activities Building  
515 E. Jefferson Street  
Ann Arbor, MI 48109-1316  
(734) 764-9310  
[internationalcenter.umich.edu](http://internationalcenter.umich.edu)

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 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 visa holder as well as any individuals in a dependent immigration status. You should feel free to involve an advocate when contacting the IC. You may be referred to external immigration counsel for certain questions.

# STUDENT FINANCIAL AID

Office of Financial Aid  
2500 Student Activities Building  
515 E. Jefferson Street  
(734) 763-6600  
[finaid.umich.edu](http://finaid.umich.edu)

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.