The University expects all community members to help create a safe, welcoming and respectful environment on campus. In 2015, WMU implemented the Sexual and Gender-Based Harassment and Violence, Intimate Partner Violence, and Stalking Policy and Procedures. This effort affirms the University community’s commitment to the values of transparency, timely communication, and accountable and responsible behavior within an ethical, compassionate, diverse and respectful environment.

Know Your Title IX Rights

IT’S THE LAW.

Title IX states: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” You have a right to education and employment free from sexual violence and harassment. If your rights are violated, you are entitled to accommodations, a thorough investigation, a timely response and protection from retaliation.

WHAT BEHAVIORS ARE COVERED BY WMU’S SEXUAL MISCONDUCT POLICY?

Sexual and gender-based harassment, sexual assault, non-consensual sexual contact, sexual exploitation, harm to others, stalking, intimate partner violence and retaliation are among the prohibited behaviors.

WHO IS COVERED UNDER THE WMU POLICY?

WMU students, WMU faculty, staff and administrators, members of the WMU Board of Trustees, consultants, vendors and others engaged to do business with the University, guests and visitors, and other third parties specified in the policy.

WHAT LOCATIONS ARE COVERED BY WMU POLICY?

WMU policy covers conduct on campus, off campus when any person involved is a member of the campus community, in settings where WMU sponsored events or programs take place and online.

Investigation Process

At a检索, sexual assault (Title IX) investigator will explain the report/ investigation process to the person bringing forth the report. The investigator will then discuss any temporary actions (interim measures) and available resources. In the investigation process, individual interviews will be conducted with each person involved, including any witnesses. Both parties will need to attend the investigation outcomes. A finding of “responsible” for violations of the sexual misconduct policy will be forwarded for doctor personal review to the Office of Student Conduct or WMU’s Title IX Coordinator. Responsible employees include all faculty members, instructors, assistants, administrators, supervisors, advisors, residence life and student affairs staff, and their staff, public safety officials and others as designated in the policy.

CONFIDENTIALITY & PRIVACY

All employees are expected to uphold privacy, meaning information is shared on a strict need-to-know basis. Only a small number of employees, such as counselors and medical staff providing treatment may offer confidentiality (assistance without responsibility for reporting). If someone confines a sexual misconduct incident to a University responsible employee and asks that employee not to tell anyone else, the employee will need to assure the person that their privacy will be protected, but the incident must be reported. The University is required by law to investigate and take appropriate action when a responsible employee has knowledge of an incident. The person may decide not to proceed with a criminal report or may elect not to participate in a University investigation, but the University will still be obligated to investigate and take necessary actions to keep the campus community safe and free from sexual violence and discrimination.

Concerns about confidentiality should be discussed with WMU’s Title IX Coordinator when reporting an incident.

Why should I do it if I witness or hear of a violation of the Sexual Misconduct Policy?

If an employee has information about a potential violation of the Sexual Misconduct Policy, they are required to report it. If an employee becomes aware of an incident, they are required to report it to the Title IX Coordinator, Felicia Crawford (269) 387-5555. If you are made aware of a violation of the policy:

- It is important to maintain a standard of excellence
- It should be done immediately
- It should be done promptly
- It should involve the person bringing forth the report

How is it performed?

1. An individual with knowledge of the incident will contact WMU’s Title IX Coordinator.
2. The Title IX Coordinator will discuss with the individual bringing forth the report, the policy and procedure for processing the report.
3. The Title IX Coordinator will document the incident.
4. The Title IX Coordinator will provide the person bringing forth the report with information that explains the process and response that will be pursued.

What is the legal basis for reporting?

Sexually violent acts are reported under the 1972 federal law known as Title IX. All forms of unwanted sexual behavior are prohibited in educational settings by the 1972 federal law known as Title IX. All forms of unwanted sexual behavior are prohibited in educational settings by the 1972 federal law known as Title IX. The University has a legal duty to prevent sexual violence, harassment and discrimination.

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Crisis Support Services

- Counseling Services, Sindecuse Health Center, confidential (269) 387-8888
- Student Affairs Care Manager, private, (269) 387-5926

Crisis Support Services, (269) 387-8888

What is the process for reporting?

There are several ways to report sexual misconduct. You can use one option for reporting or you can select the one with which you are most comfortable, but it is important to report what you are experiencing, witnessed or heard.

HOW TO REPORT

If you are a victim, survivor, a witness or have learned of a violation secondhand, report the incident to one or more of these places.

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